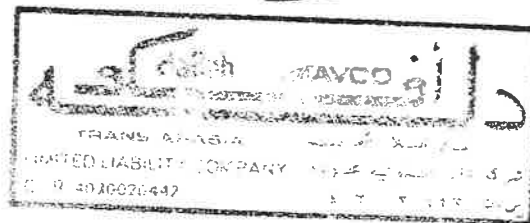


EXHIBIT - G  
LOGISTICS SUPPLIES AND SERVICES

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**VOLUME II**  
**STATEMENT OF WORK (SOW)**  
**EXHIBIT G - LOGISTICS SUPPLIES & SERVICES**  
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**VOLUME - II**  
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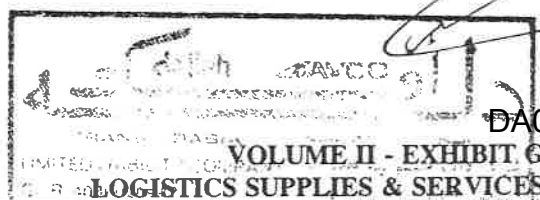
**ARTICLES:**

**1 LOGISTICS SUPPORT SYSTEM**

**1-1 Contractor Procurement Responsibilities**

The Contractor shall, as may be requested by the Government, provide material and services in relation to the Air Navigation System Support (ANSS) Program, equipment and facilities and other systems indicated by the Government including, but not limited to, Radar, Communications, ATC Automation and Navigation Aids Systems, spare parts, assemblies and/or components thereof, and other systems, equipment, facilities and services required by the Government. The Contractor shall provide all that is connected with the ANSS Support and Operation and facilities and work-sites, in and out of the airports of the Kingdom of Saudi Arabia, with quick response for execution of tasks and provisioning of logistics and services from within or outside the Kingdom of Saudi Arabia to maintain a high and acceptable standard of program operations and maintenance. These services may be provided directly by the Contractor or via sub-contract in accordance with Volume I, Exhibit B, General Conditions, Article 4. The Contractor shall be reimbursed and paid for these costs by the Government.

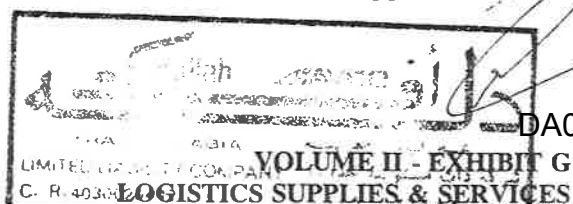
- 1-1-1 The Contractor shall procure new spare parts and other new equipment, and, when new spare parts and other new equipment are not available, the Contractor may procure material consisting of like-new or serviceable spare parts and equipment. All spare parts and other equipment procured by the Contractor shall conform as a minimum to applicable Saudi Arabian and International Civil Aviation Organization (ICAO) Standards. The approval of the Contracting Officer or his designee shall be mandatory for all spare parts procurements and other equipment procurements of the Contractor, subject only to the exceptions contained in this Exhibit G, and to any subsequent procedures, exemptions, waivers, or other instructions which may be issued from time to time to the Contractor by the Contracting Officer or his designee.



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**VOLUME II - EXHIBIT G**  
**LOGISTICS SUPPLIES & SERVICES**

- 1-1-2 The Contractor shall arrange for the inspection, overhaul, modification and or repair of the Air Navigation Support/Control equipment, including such items as electronic and electro-mechanical systems, major assemblies, subsystems and components.
- 1-1-3 The Contractor shall procure special tools, modification kits, electronic equipment, training test equipment and other equipment, subject to the standards and within the approval authority specified in Exhibit G, Article 1-1-1 above.
- 1-1-4 The Contractor shall procure other material and services to support maintenance and operation equipment and facilities, subject to the standards and with the approval authority specified in Exhibit G, Article 1-1-1 above.
- 1-1-5 The Contractor shall, upon issuance of a Letter of Instruction (LOI) by the Government, procure, build, modify and/or repair facilities, or arrange for, or accommodate payment for, the Government, in procuring, leasing, building and/or repairing Government facilities.
- 1-1-6 The Contractor shall provide ancillary services including, but not limited to, packaging, freight, documentation, and obtain insurance, and shall be reimbursed for the handling charges by submission of an invoice thereto, in addition to the cost of Out-of-Kingdom, including labor charges, telephone communications, stationery, the receiving and storage, packaging, shipping, and material transportation and mail, and all that is connected to Out-of-Kingdom procurements, from the Contractor offices and sub-Contractors for the handling of Logistics, as directed by the Contracting Officer or his designee.
- 1-1-7 Contractor herein undertakes to pay vendors of In-Kingdom materials and services their due payments regularly and periodically, and to maintain a good working relationship with these vendors.
- PCA/AE Logistics shall instruct the Contractor at the logistics procurement section to obtain the most favorable price quotations from local vendors and issue respective purchase orders after approval of such quotations.

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- When Out-of-Kingdom procurements are made A/E Logistics has the right to contact foreign companies and vendors, request them to provide price quotations and subsequently authorize the Contractor to complete the procurements.

## 1-2 Procurement Methods

PCA-AE Purchase Requisitions (PR's) and Letters of Instruction (LOI's) for the procurement of material and services will be issued in accordance with Contract and Government procurement regulations and procedures. PR's and LOI's will be subject to the approval of the Contracting Officer or his designee. Written instructions delegating approval authority will be issued by the Contracting Officer, or his designee, to the Contractor. Such instructions will establish the range of materials and services which may be procured and specific financial limits applicable to each person delegated procurement approval authority. This instruction will be entitled the "ANSS Authorization Profile" and will be updated as required by the movement of personnel within PCA-AE elements.

### 1-2-1 Procurement Methods - Out-Of-Kingdom

The Government shall prepare and upon validation of the requirement, Purchase Requisitions for Out-of-Kingdom material procurement. Out-of-Kingdom Purchase Requisitions shall contain as a minimum the following information:

- a. Manufacturers Part Number
- b. National Stock Number (NSN), if applicable
- c. Item Description
- d. Unit of Issue
- e. Quantity Required
- f. Purchase Requisition Control Number
- g. Priority of Need
- h. Date Requested
- i. Name and Signature of Requester
- j. Name and Signature of Logistics Manager
- k. Name and Signature of PCA Representative



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- l. End Item Data
- m. Publication Reference Data
- n. Work Order/End Use Information

Out-of-Kingdom Purchase Requisitions will be issued to the Contractor's Procurement Office in Jeddah or as agreed by the Government and the Contractor. The Government is responsible for editing the information contained in the Purchase Requisition to ensure completeness and accuracy of information furnished to the Contractor. The Government shall prepare a Purchase Order (P.O.), based upon the Government approved Purchase Requisition as shown above, and the Contractor will initiate immediate procurement action.

The procurements shall be carried out in accordance with Royal Decree No. M14 dated 7/4/1397, Saudi Arabian Procurement Regulations and all subsequent amendments, Council of Minister's Resolution No. 1291 dated 15/9/1394, and Council of Minister's Resolution No. 377 dated 18/4/1398.

1-2-2

#### **Procurement Methods - Local Procurements**

The Government will submit Purchase Requisitions for local procurement of material requirements through use of PCA local purchase documents. Local Purchase procedures may also be used to effect the local repair of systems equipment or facilities as requested by the Government.

1-2-3

#### **Procurement Methods - Letters of Instruction (LOI)**

A Letter of Instruction (LOI) issued by the Government to the Contractor will be used to request materials and/or services of a special nature to be procured within or outside of the Kingdom. All directed-source procurements, other than those normally associated with Purchase Requisitions, shall be effected by an LOI. The LOI will clearly define requirements, prices, terms and conditions, and responsibilities of the Government and the Contractor.



1-2-4

**Procurement Sources**

When any of the procurements made pursuant to the Contract are from sources other than the original manufacturer, the Contractor shall exercise the same degree of care and judgment in communicating with competent vendor sources and/or subcontractors as directed by the Government. The Contractor shall make every effort to assist the Government to obtain the lowest cost consistent with quality, vendor reliability and delivery schedule requirements. The Contractor shall utilize Gulf Cooperation Council (G.C.C.) countries products and services as defined in Volume I, Exhibit B, Article 10 of the General Conditions.

1-2-5

**In-Kingdom Logistics Review**

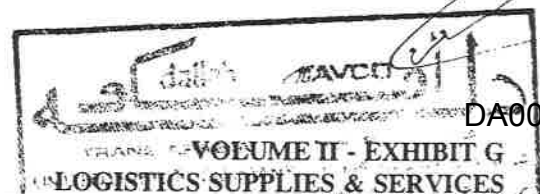
As a means of monitoring progress, to establish future planning, to effect Government-Contractor reconciliation of shipment and receipt records, and to promote continuity of logistics operations, quarterly logistics meetings will be held in PCA Airways Engineering Directorate Headquarters. These meetings will commence on a date to be determined by the Government and will be attended by Contractor In-Kingdom Logistics Management and applicable Government personnel.

1-2-6

**International Logistics Operations Review**

To ensure that the Contractor's international Logistics operations are conducted in accordance with the Contract, and that transactions made under the Contract on behalf of the Government are made both in the best interest of the Government and in accordance with the rules and regulations of the Kingdom of Saudi Arabia, the Government reserves the right:

- a) To monitor and review the Contractor's Out-Of-Kingdom procurement methods;
- b) To audit the Contractor's Out-Of-Kingdom procurement transactions applicable to the Contract;



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- c) To inspect the Contractor's Out-Of-Kingdom Logistics records applicable to the Contract;
- d) To conduct independent inquiries for verification purposes into aspects of the Contractor's procurement methods including vendor prices, delivery times, product quality, and procurement sources;
- e) To assist the Contractor where appropriate in the completion of formalities for the importation of goods into the Kingdom.

1-2-7 The Government reserves the right to inspect any or all of the Contractor's records, relating to transactions carried out under the Contract in support of its Out-of-Kingdom Logistics operations, and the Contractor agrees to make the said records immediately available at its own expense upon request of the Government. The Contractor understands that its failure to make such records available to the Government expeditiously may delay final settlement of the Contract.

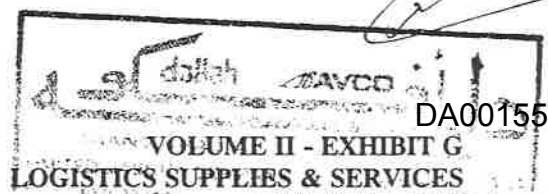
1-2-8 The Contractor agrees to provide the Government, upon request, documentary evidence of its procurement and shipping methods, including but not limited to quotations, vendor price comparison data, supply source lists, purchasing and shipping procedures, vendor correspondence and status reports. The Contractor further agrees that such evidence shall be provided at its own expense.

1-2-9 The Contractor agrees to respond to any request by the Government for explanation of its reasons for any particular procurement or shipping transaction or method, if such a method or action may be contrary to the best interests of the Government.

1-2-10 The Government agrees to respond to any reasonable request by the Contractor for assistance in obtaining expeditious customs clearance for items which are imported by the Contractor under the Contract, provided that such assistance does not constitute fulfillment by the Government of responsibilities undertaken by the Contractor in any provision of the Contract.



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VOLUME II - EXHIBIT G  
LOGISTICS SUPPLIES & SERVICES



1-3 **Ordering and Processing Procedures**

The Government and the Contractor shall comply with the following ordering and processing procedures:

1-3-1 **Out-of-Kingdom Procurements**

Within thirty (30) days from the Contract start date, the Government will provide the Contractor with a list of personnel authorized to submit PCA Purchase Requisitions. The Government, acting through these authorized PCA representatives, will place Purchase Requisitions with the Contractor for procurement of materials and services as described in Article 1-1 of this Exhibit G.

1-3-1-1 In the event that the Contractor, after thorough investigation of local procurement sources, determines that such materials and services cannot be procured within the Kingdom of Saudi Arabia, the Contractor shall so advise the Government, and the Government shall prepare, an Out-of-Kingdom Purchase Requisition signed by the authorized PCA representative.

1-3-1-2 The Central Logistics Division at the PCA shall process Purchase Requisitions into Purchase Orders after receiving and approving the price quotations in an orderly manner in accordance with the specific orders. The Contractor shall procure all requested items in the Purchase Orders in accordance with the procurement times stated in Article 1-3-4 of this Exhibit G.

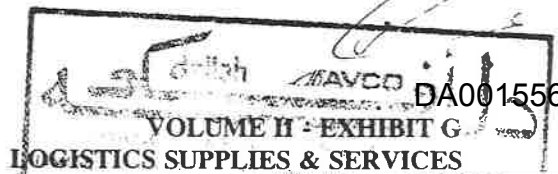
The Contractor shall forward to the PCA authorized representative within priority time frames the scheduled delivery dates as follows:

Priority shall mean a single digit numeric code used to define the urgency of requirements issued in the requisitioning of materials.

- a) Priority 1 - Two (2) working days
- b) Priority 2 - Seven (7) working days
- c) Priority 3 - Fourteen (14) working days
- d) Priority 4-5 - Thirty (30) working days



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The Contractor's failure to comply within the priority time-frames, as shown above, may result in financial penalties listed in Volume I, Exhibit B, Special Conditions, Article 48.

- 1-3-1-3 The Contractor reserves the right to make the necessary corrections or changes to nomenclature, part number and specifications provided that the item to be supplied does not change with respect to form, fit, function, or priority.
- 1-3-1-4 The Contractor shall forward to the designated PCA representatives, the following documents pertaining to each shipment of materials procured, repaired or replaced under Purchase Requisitions issued pursuant to the terms of this Exhibit G.
- a) First original and two (2) copies of the Bill of Lading, or two (2) copies of the Airway Bill;
  - b) Three (3) copies of the freight forwarders consolidated Bill of Lading;
  - c) A certified true copy and two (2) copies thereof of the Contractor's vendor(s) invoice(s).

1-3-2 **Procurement through F.O.F.**

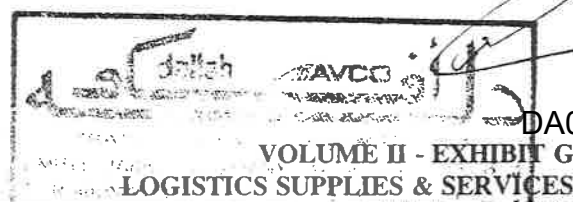
Each Sector is furnished a Field Operating Fund (F.O.F.) for emergency and other operating expenses that by necessity, must be handled and paid on a cash basis. Authorized purchases through F.O.F. shall be limited to emergency items to prevent or correct interrupted services. This is defined as unscheduled downtime and/or reduced conditions leading to an outage.

1-3-3 **Letters of Instruction**

The Contracting Officer or his designee may submit Letters of Instruction (LOI's) as described in Article 1-2-3 of this Exhibit G.



*Amir*



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1-3-4 **Procurement Priorities and Applicable Time Scales**

Priorities for material(s) ordered from the Contractor will be appropriately assigned by the Government and properly referenced on the face of the Purchase Requisition. The Contractor will process procurements and arrange for delivery of items in compliance with the assigned priority. Priorities are defined pursuant to Contract, PCA, and Government rules and regulations. The Contractor's failure to comply with established delivery dates shall result in financial penalties as listed in Volume I, Exhibit B, Special Conditions, Article 48.

1-3-5 **Out-of-Kingdom Overhaul and Repair**

The Contractor shall investigate the availability of In-Kingdom Companies capable of repair work. If repair is not possible in-Kingdom material(s) can be sent out-of-Kingdom. Priorities and turn-around times for material(s) sent outside the Kingdom for overhaul and repair will be assigned as designated pursuant to Contract, PCA, and Government rules and regulations.

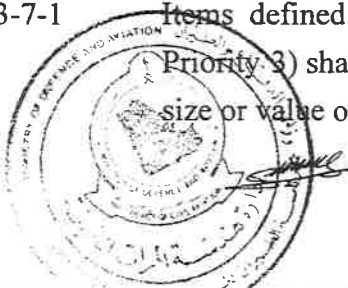
1-3-6 **Long Lead Time Items**

There are material(s) and equipment items requested by the Government that may require a long lead time procurement cycle due to availability and/or manufacturing process. The Contractor shall notify the Government, in writing, and the item(s) will **NOT** be placed on Purchase Order until approval is received from the Government.

1-3-7 **Method of Shipment**

Unless directed otherwise by the Government in writing, the Contractor shall apply the following methods of shipment for material(s) procured under the terms and conditions of the Contract.

- 1-3-7-1 Items defined by the Government to be of high priority (Priority 1, Priority 2, and Priority 3) shall be shipped immediately by air transportation without regard to the size or value of the item.



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1-3-7-2 All items purchased out-of-Kingdom under the Contract will be consolidated into single shipments whenever possible as priorities dictate.

1-3-7-3 Items listed as priority 4 and 5 will be shipped by surface transportation unless otherwise directed.

1-3-8 **Reports**

The Contractor shall provide, in Arabic and English, a monthly Procurement, Supply and Financial Report in a format to be approved in advance by the Government. Changes to the report format as may be determined necessary by the Government or by the Contractor, shall be confirmed in writing between both parties.

1-4 **Technical Conditions to be Satisfied**

1-4-1 **General**

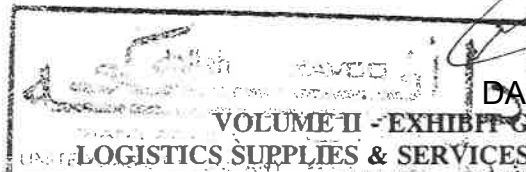
The Contractor shall comply with the following in the procurement of material(s) for the Government.

1-4-2 **New Items**

Where possible, items supplied under this Contract shall be newly manufactured (or overhauled and certified when new manufactured items are not available) and in accordance with the established and generally accepted standards for items of the type ordered and in full conformity with specifications and drawings of the original manufacturer.

1-4-3 **Replacement Items**

In cases where newly manufactured items are not available within the required time scales, "like new" certified zero time items will be accepted by the Government, subject to applicable Government-issued approval procedures (Reference Article 1-2 of this Exhibit G).



1-4-4 **Configuration**

The Contractor also guarantees that the items supplied or the execution of work described in the Purchase Requisition will, where applicable, be to the configuration control standard established by the Government or as agreed to by the Government and the Contractor.

1-4-5 **Modified Items**

Should any of the items ordered by a Purchase Requisition prove to be obsolete due to the introduction of a manufacturer's modification, the Contractor shall, subject to availability, supply items modified to the Government's established configuration in lieu of the obsolete item ordered or, in the event of repair and overhaul of items, the Contractor shall ensure that such modification(s) conform to the Government's established configuration. To ensure configuration control for the preceding, the Contractor shall obtain the approval of the Government prior to issuing a Purchase Order.

1-4-6 **Repair Costs**

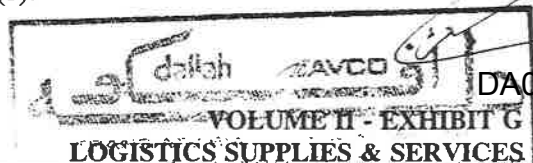
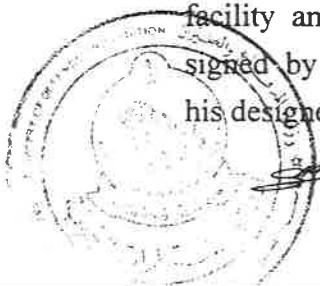
Repair of Government-owned components and equipment shall be accomplished in accordance with Contract PCA, and Government rules and regulations.

1-5 **Inspections**

The Contractor shall comply with the following in contracting for supply of items for the Government:

1-5-1 **Vendor Certificates**

Functional items and/or Air Navigation System equipment items procured or overhauled pursuant to the Contract, shall be inspected at the applicable vendor facility and the following certificate of conformity, with applicable specification signed by the Head of the Vendor's Inspection/Quality Assurance Department (or his designee), will be attached to the item(s).



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1-5-2 **New Manufactured**

The Contractor shall obtain and furnish to the Government, a certificate of conformity to the Prime Manufacturer's applicable specification and/or the Government's special specifications.

1-5-3 **Replacement Items**

The Contractor shall obtain and furnish to the Government, a certificate of conformity indicating compliance with the Prime Manufacturer's original specification.

1-5-4 **Overhauled Items**

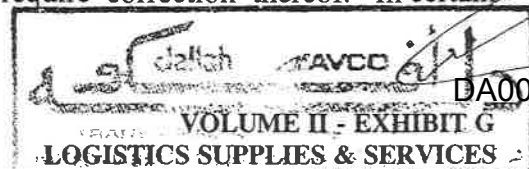
The Contractor shall obtain and furnish to the Government a certificate of conformity to the Prime Manufacturer's original specification and certification, indicating that the vendor is approved either by the Prime Manufacturer or by the United States of America's Federal Aviation Agency or the United States of America's Federal Communications Commission, or their equivalent in the United Kingdom or continental Europe. Where the item is overhauled to Government specifications, the Contractor shall obtain for the Government a certificate of conformity to the Government specification.

1-5-5 **Government Surveillance**

The Government reserves the right to periodically witness the processes, quality control and inspection of the Contractor's vendors.

1-5-6 **Government Inspection and Testing**

All supplies furnished to the Government under the terms and conditions of the Contract shall be subject to inspection and testing upon receipt by the Government. If any such supplies are not in conformity with the requirements of the Contract, the Government may, within ninety (90) days from the receipt of the non-conforming item, reject the item or require correction thereof. In certain



instances, the Government may decide to functionally test an item upon its receipt. If such tested items fail the functional test, they shall be repaired or replaced promptly by the Contractor or by the appropriate vendor. When practicable, the functional test results shall be made known in writing by the Government to the Contractor within ninety (90) days of receipt of the item by the Government. It shall be the responsibility of the Contractor to ensure vendor compliance with functional test specifications. The Contractor shall be responsible for adequate packaging, with special emphasis on sensitive high-cost items to avoid failure during functional testing upon receipt. In the event of a second functional test failure on the same item, the Contractor shall thoroughly review vendor and shipper performance and determine corrective action required. The Government's rights under warranty as detailed in Article 1-8-4 of this Exhibit G are not affected by whether such functional test is or is not accomplished by the Government.

#### 1-6 Packaging and Weatherization

Where applicable, supplies to be shipped to the Government shall be packaged and/or weatherized in accordance with the Government's "General Supplier Packaging Requirements" (GSPR). The Government may change or amend the GSPR by written notice to such effect to the Contractor setting forth the changes or amendments. Any such change or amendment shall take effect no later than thirty (30) days after receipt thereof by the Contractor. Where there is failure by the Contractor to package in accordance with GSPR and there is damage to supplies which result from such failure to so package, then the Contractor shall be responsible for such damage.

#### 1-7 Title

For all materials purchased by the Contractor under the terms of the Contract, title will pass to the Government upon receipt of material as evidenced by the Government's signing of the Material Receiving Reports (MRR's) for the material(s). The Government will not accept responsibility for any materials purchased by the Contractor under the terms of the Contract until title for the said material(s) has been passed as described above.



Title to all materials procured by the Contractor under the terms of this Contract shall be clear and free of any security interests, liens or other encumbrances.

1-8 **Property Warranties**

1-8-1 **Contractor Warranty**

The Contractor shall obtain for the benefit of and transfer to the Government the most effective warranties from equipment vendors or manufacturers. The Contractor further agrees to obtain specific warranties at the direction and option of the Government.

1-8-2 **Patent Infringement**

All materials procured by the Contractor under the terms and conditions of the Contract shall be free of rightful claims or infringement of patents, including but not limited to, those registered in the United States of America and European countries, expressly excluding infringements arising from use in combination with other items where infringement would not have occurred from the normal use for which the supplies were designed.

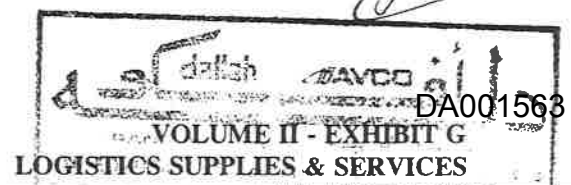
1-8-3 **Government Remedies on Warranty Matters**

1-8-3-1 In case of breach of warranty as set forth in Article 1-8-1 of this Exhibit G, the Government shall require the Contractor to take immediate corrective action. The Contractor shall pursue such claims and arrange the settlement thereof as directed by the Government. Cost incurred, other than Contractor manpower and overhead, in the pursuit of this settlement, will be paid by the Government.

1-8-3-2 Cost incurred in pursuing Government remedy for a breach of warranty is expressly limited to the reimbursement to the Government by the Contractor of the amount of the Government's loss, cost or damage (exclusive of loss, cost or damage arising or resulting from loss of use) arising out of infringement of any United States of America and/or European patent. The Contractor's obligation is conditional upon the Government's:



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- a) Furnishing prompt written notice to the Contractor of any suits or claims against the Government alleging infringement, including all pertinent data, papers, records and assistance within the Government's control;
- b) Making a diligent effort to minimize (other than by non-use) the loss, cost or damage for which the Contractor is obligated hereunder and obtaining the Contractor's approval of payment of any claim (except final judgment), and;
- c) Authorizing the Contractor to intervene in and/or control the defense of any related claim or suit and to negotiate, settle and/or compromise such claim or suit.

1-8-4 **Exclusivity of Warranties**

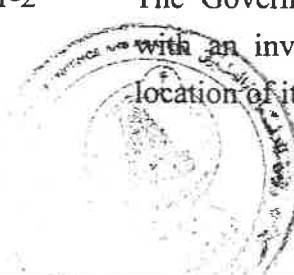
The aforementioned warranties and the Government's remedies thereunder are solely for the benefit of the Government and shall not, without the written consent of the Contractor, be extended or be construed to extend to any other person whatsoever. This Article 1-8 sets forth the entire Agreement of the parties with respect to warranties expressed or implied for all materials and supplies procured under the Contract, and the exclusive remedy for their breach including, but not limited to, loss of use or other secondary or consequential damage however occasioned.

1-9 **Contractor Accountability**

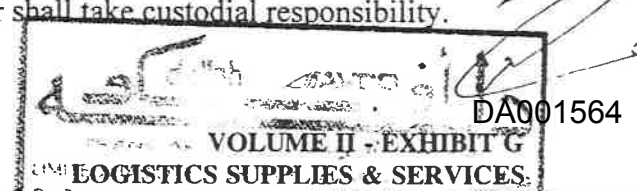
1-9-1 **Accountability**

1-9-1-1 Contractor personnel shall take custodial responsibility for the resources of the Air Navigation System, which shall be in the custody of the Contractor, including but not limited to, capital equipment, capital property, tools, test equipment, spare parts, vehicles, and consumable items, computer software, records and documentation.

1-9-1-2 The Government will identify the above resources by providing the Contractor with an inventory list specifying item, numbers of items, value of items and location of items for which the Contractor shall take custodial responsibility.



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- 1-9-1-3 On receipt of the Government-furnished inventory list(s), the Contractor shall conduct a wall-to-wall physical inventory to formally verify the validity of the inventory list(s). The Contractor's initial wall-to-wall physical inventory shall be thorough, specific and precise. Any discrepancies between actual inventory and the Government-furnished inventory list(s) shall be brought to the attention of the Government immediately on discovery for resolution.

On completion of this formal verification, and upon Government approval of the verified inventory list, the Contractor shall, on a date to be agreed upon by both parties, assume custodial responsibility for the items listed on the verified inventory list utilizing Form 7, Supply Requisition Forms.

- 1-9-1-4 The Contractor shall subsequently become accountable for, and for the duration of the Contract period or until otherwise directed by the Government, remain accountable for all items listed as long as the items are within the control of Contractor personnel.
- 1-9-1-5 The Contractor shall bear the cost of man-months and all other costs associated with the initial physical wall-to-wall inventory. The Government shall only pay the man-month cost of the Contractor's Logistics personnel from the date of the formal assumption by the Contractor of custodial responsibility for the items identified by the verified inventory list(s).

#### 1-10 Functional Control of Logistics Operations

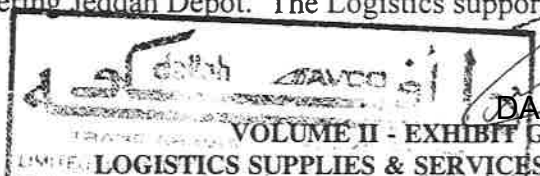
##### 1-10-1 Logistics System Management

Logistics Management shall be provided by the Contractor through a Logistics Management Branch staffed and operated under the direction of the Government representative.

##### 1-10-2 Centralized Logistics System



The Contractor agrees that a centralized Logistics system will be staffed and operated at the PCA Airways Engineering Jeddah Depot. The Logistics support



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provided to the Air Navigation System will be responsive and modern, and utilize automated data support systems wherever possible. The centralized Logistics system will support all Airways Engineering elements on request in accordance with PCA applicable procedures.

### 1-10-3 Airways Engineering Sector Logistics Operations

The Contractor personnel assigned to the Logistics Operation of each Airways Engineering Sector shall be responsible to the Sector Manager for administrative supervision and day-to-day sector operational requirements. Sector Logistics personnel shall report to the Logistics Manager the implementation and maintenance of Logistics policies and procedures. Sector Logistics personnel shall ensure that the policies and procedures are utilized to discharge the Contractor responsibility to include the application of hand receipts for property.

Administrative support for Logistics personnel will be provided by the Contractor's local management representative.

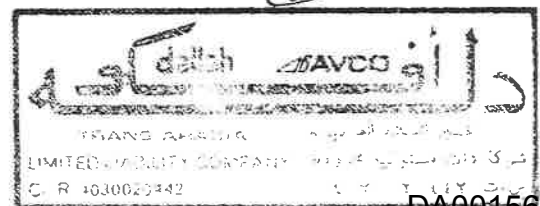
### 1-11 Defined Record Maintenance

The Contractor shall be responsible for maintaining a comprehensive record system including the following separately maintained and separately retrievable elements:

#### 1-11-1 Commodity Master Records

Commodity master records shall be maintained for each commodity in the custody of the Contractor. Record types to be made available to the Government are:

- a) Minimum/Maximum repair part stockage;
- b) Due-In/Due-Out reports;
- c) Major Sub-assemblies;
- d) Major Assembly Provisioning.



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1-11-2 **Accountable Property Records**

Accountable property records shall be maintained for all capital, fixed, installed and other permanent (non-expendable) properties in the custody of the Contractor.

1-11-3 **Consumable Records**

Consumable records shall be maintained and updated as changes occur.

1-11-4 **Local Purchase Records**

Local purchase records and vouchers will be maintained by the Contractor to provide data for analysis of such items as vendor response and dependability and reasonable pricing policies. The Contractor is solely responsible to justify his selection of the vendor which provides the best value to the Government, and for adherence to Government rules, regulations and applicable law.

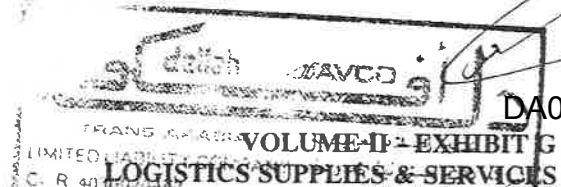
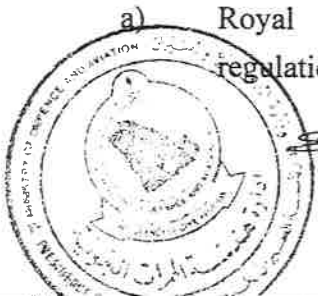
1-11-5 **Out-Of-Kingdom Records**

Out-of-Kingdom records will be maintained by the Contractor, filed by voucher number, to provide data for analysis of such items as vendor response and dependability and reasonable pricing policies. The Contractor is solely responsible to justify his selection of the vendor which provides the best value to the Government, and for adherence to Government rules, regulations and applicable law.

1-11-6 **Applicable Law**

The Contractor shall comply with applicable Saudi Arabian rules and regulations in the management of the Logistics system, including but not limited to:

- a) Royal Decree No. M14 dated 7/4/1397, Saudi Arabian Procurement regulations and all subsequent amendments;



- b) Council of Minister's Resolution No. 1291 dated 15/9/1394 and Resolution No. 377 dated 18/4/1398;
- c) Government Rules and Regulations for Warehouses No. 21/4201 dated 11/8/1983; and all subsequent amendments.
- d) PCA and Airways Engineering Directorate Orders.

## 1-12 Contract Closing Procedures

### 1-12-1 Final Acceptance

The Government will undertake measures to provide final acceptance of services provided under this Exhibit G as soon as possible after the expiration of the Contract.

### 1-12-2 Contract Closing

1-12-2-1 In the event the Contract shall not have been extended or renewed, as evidenced by mutual written agreement, a minimum of ninety (90) days prior to expiration of the Contract, the Contractor shall take necessary action to ensure orderly termination of its procurement actions upon the date of Contract expiration.

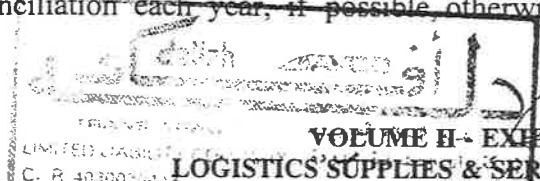
1-12-2-2 The Contractor shall make every possible effort to ensure that vendors meet forecasted delivery schedules so that all items arrive in Saudi Arabia before or as soon as possible after the date of Contract expiration. The Contractor will continue processing shipment(s) through the freight forwarders and process invoice(s) after the Contract expiration date until all requested items have been received or canceled.

1-12-2-3 Annual reconciliation of all procurement transactions will be accomplished by the Government and the Contractor at the end of each year of the Contract in accordance with procedures developed under paragraph 1-12-2-4 of this Exhibit

Proper adjustments will be made to correct any outstanding discrepancies found as a result of these reconciliation each year, if possible, otherwise, the



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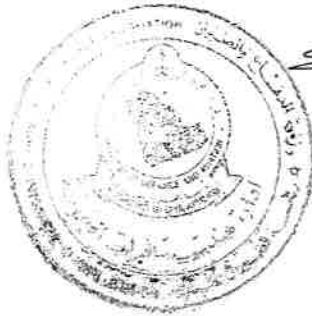


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VOLUME H - EXHIBIT G  
LOGISTICS SUPPLIES & SERVICES

Contract closing reconciliation will be subject to the entire duration of the Contract.

1-12-2-4 Detailed reconciliation procedures will be developed by the Contractor and submitted for the approval of the Government.



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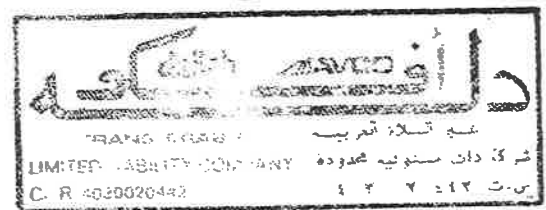


EXHIBIT - G ATTACHMENT - A  
LETTER OF INSTRUCTORS (LOI)

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**VOLUME - II**  
**STATEMENT OF WORK (SOW)**  
**EXHIBIT - G - LOGISTICS SUPPLIES & SERVICES**  
**ATTACHMENT - A - LETTERS OF INSTRUCTION (LOI)**

This form in this Annex establishes the standard terms and conditions of the Government Letter of Instruction. Additional terms and conditions shall be added to describe such aspects as details of the equipment, supplies or services to be provided by Contractor and the schedule of payments. The Letter of Instruction shall not be inconsistent with the terms and conditions of the basic contract unless the Government and the Contractor otherwise agree. The sample Letter of Instruction, below contains paragraphs to be used as written when they are applicable. It is recognized that each individual paragraph will not necessarily apply to each Letter of Instruction.

**SPECIAL PROCUREMENT LOI**

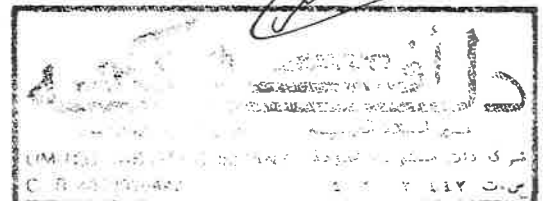
- 1) Pursuant to the proposal agreement or sales contract between the Government and \_\_\_\_\_ (other entity) this Letter of Instruction is issued in accordance with existing Government procurement directives and constitutes your authority to (description of procurement, including any special provisions, terms or agreements relating to procurement), for the price of (price).
- 2) This procurement is to be provided pursuant to PCA Contract No. \_\_\_\_\_. The payment schedule is as follows:

**(Schedule)**

- 3) The above payments shall be made upon presentation by the Contractor of a copy of this LOI with a Contractor invoice in accordance with Financial Conditions of this Contract.



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- 4) This LOI is an instrument charging the Contractor with the responsibility solely to effect payment for the equipment, supplies, or services specified and referred to in Paragraph 1. It is understood and agreed that the Contractor shall bear no responsibility for payment of taxes, duties, imports or other similar levies arising out of the work to be performed and any equipment or supplies to be provided as a result of this procurement by the Contractor. The Contractor's responsibility in carrying out this procurement is limited to:
- a) issuance of a purchase order on behalf of the Government.
  - b) payment of monies to the Vendor or Contractor with whom the Government has completed the agreement for equipment, services and supplies in amounts specifically authorized by the Government.
- 5) The Government remains solely responsible for all buyer/employer functions and obligations relating to their agreement with Vendors and Contractors identified in this LOI, including, but not limited to site access, approval of the Statement of Work and any changes thereto, all technical interface with the Vendor or Contractor, supervision of the work, scheduling, inspection, delivery, acceptance and payment authorization, maintenance, warranty and all additional costs and damages arising out of performance of work or provision of equipment, supplies or services under Paragraph 1.
- 6) The Contractor, its officers, employees and representatives shall be and hereby are relieved from any and all liability for loss of, damage to, or claims arising out of or connected with such loss or damage to any of the materials, supplies and equipment to be provided to the Government by this procurement. The Government agrees to indemnify and hold harmless the Contractor, its officers, employees and representatives, from and against any and all legal fees and all other costs incident thereto, which may be suffered by, accrued against, charged to or recoverable from the Contractor, its officers, employees or representatives for any reason whatsoever arising out of or connected with the purchase order and the proposals, agreement or sales contract referred to in Paragraph 1 above. Without prejudice to the generality of the foregoing, the Contractor is hereby indemnified and held harmless from any claims for general, special, consequential or other damages of whatsoever kind arising from failure of any equipment to perform according to all and any warranties, whether they be express or implied, that are or may be a part of the agreement between the Government and the Vendor or Contractor:



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*[Handwritten signature]*

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- 7) In the event the Government has not previously negotiated a performance bond applying to this procurement, the Contractor will obtain a performance bond for \_\_\_\_% of the value of the procurement from the Vendor to the benefit of the Government and in a form acceptable to the Government.
- 8) The terms and conditions of PCA Contract No. \_\_\_\_\_ insofar as said terms and conditions are consistent herewith are applicable to this Letter of Instruction. In the event of conflict, the terms of this Letter of Instruction shall prevail.
- 9) The Government hereby agrees to amend Letter of Credit No. \_\_\_\_\_ to extend the validity period of such Letter of Credit up to and including the (date).

\_\_\_\_\_  
(PCA Authority)

\_\_\_\_\_  
(PCA Dept. Approval Authority)

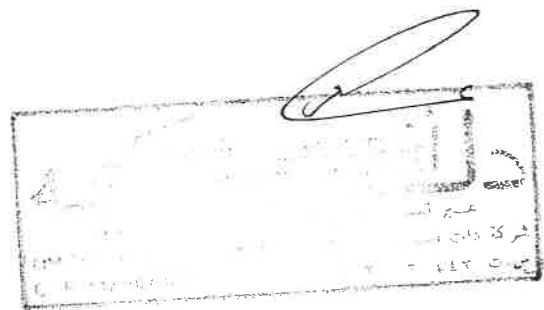
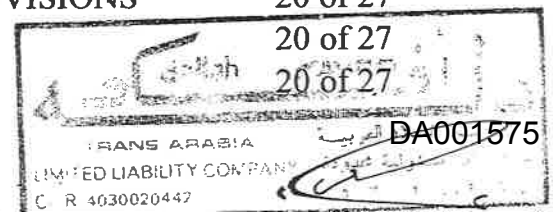
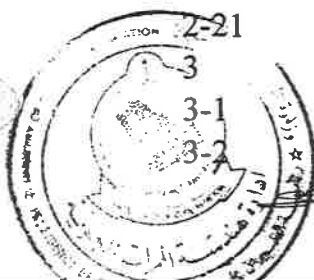


EXHIBIT - H  
MAN - MONTH PERSONNEL

**VOLUME III**  
**SCOPE OF SERVICES**  
**EXHIBIT H - MAN-MONTH PERSONNEL**  
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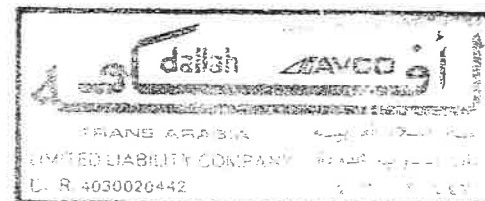
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**VOLUME - III**  
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**EXHIBIT - H - MAN-MONTH PERSONNEL**

**ARTICLES:**

**1 INTRODUCTION**

**1-1 Air Navigation System (ANS) Overview:**

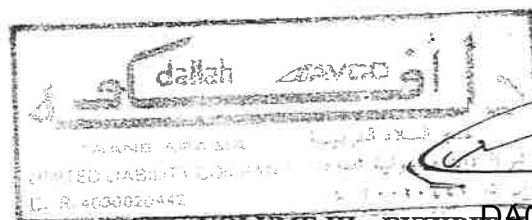
Civil and Military Air traffic in the Kingdom of Saudi Arabia is restricted to a network of ground-based radio navigation aids which are strategically placed to provide maximum safety to aircraft.

In order to ensure that aircraft using Saudi Airspace maintain a safe distance from each other, and that pilots are fully briefed as to weather conditions, ground hazards and the operational status of navigational aids, the Presidency of Civil Aviation (PCA) provides written flight procedures and maintains constant radio communications and control over air traffic via its control centers, and in some instances, Airport Control Towers. The Kingdom's airspace is controlled by two types of centers; the Area Control Center (ACC), located at Jeddah; and three hub airports at Jeddah, Riyadh, and Dammam is controlled by Approach Control Facilities (APP's) located at those airports. There are also Air Traffic Control Towers manned by controllers and provided with communication facilities and hot lines in many airports. PCA continues to provide APP, ATCT and required services at the airports whenever these services are needed by Air Traffic.

Communications with aircraft within the airspace controlled by the ACC are maintained with a series of remote radio transmitter-receiver sites located throughout the Kingdom, linked with and controlled by the ACC. APP's communicate with approach traffic by means of radio systems located within the immediate vicinity of the hub airport. At the centers, the radio channels are available to the controllers together with telephone links between centers and adjacent area control regions (Flight Information Region) such as Cairo, Amman, and Bahrain. The radio and telephone circuits are channeled through computerized switching systems which allow rapid and versatile communications capabilities in each center.



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In addition to communications, Air Controllers at the ACC and APP's maintain electronic surveillance of air traffic via computerized radar systems which provide range, bearing, altitude and other information on visual display systems at operational consoles. Flight data is rapidly transmitted from center to center and region to region via radio and telephone circuits routed through an Automatic Message Switch System located at Jeddah.

The Saudi Air Navigation System is a complex network of interrelated functions, facilities, services and equipment. It is designed for the safety of the flying public as the first priority. State-of-the-art components such as communications, radars and computer systems and highly accurate navigation aids have been provided to ensure efficiency and economy of operations while raising the level of flight safety. The process of improvement of the system continues, both by the introduction of new, more advanced equipment, and by continual evaluation of maintenance and operation techniques.

It is therefore essential that the Contractor shall have prior experience in the maintenance and support of an operational Air Navigation System that meets ICAO Standards. The concept of "real-time" support (that is, 24 hours per day, seven (7) days per week), rapid response to correct system discrepancies should be inherently clear to the Contractor. Further, it must also be clear that the operating, engineering, and technical support skills employed must be accompanied by actual experience in the present day technology of air traffic control facilities including but not limited to, the technology of computer hardware and software, and their applications within the Air Navigation System.

## 1-2 New Systems and Technologies:

The Government anticipates that during the term of the ANSS VI Contract, the System Design phase for the Saudi Airspace Control System (SACS) and the planning phase for the future Saudi Arabian Air Traffic Management (ATM) System will have been largely completed, and that the implementation of new technologies, facilities and equipment will have begun. The planning and implementation phases will require technical personnel with education and experience in technologically advances systems and concepts associated with Air Traffic Management, Air Navigation, Communications and Automation and all SACS CNS/ATM planning and implementation procedures.



*Signature*



Simultaneous with the planning and implementation of SACS and the Future Air Navigation System (FANS), the existing Air Navigation System must remain available to the users, i.e., the civil aviation community and the Saudi military. Moreover, established standards for safety and system availability/reliability cannot be compromised.

These dual functions place a large responsibility, as well as a considerable work-load, on both the Government and the Contractor for the ANSS VI Project. The Government believes, however, that with the appropriate number of support personnel and the proper skill-mix, both goals can be accomplished during ANSS VI contract period.

The Contractor shall be aware of the criticality of providing only personnel of the highest caliber for all positions specified in Contract.

1-3 **Technical and Operation Support:**

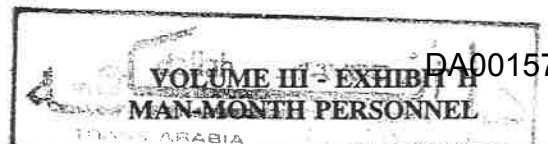
The Contractor shall provide the technical, managerial, and operational support as described herein, and engineering, technical, management, training, logistics, and support personnel in accordance with this Exhibit "H" provisions enumerated herein with Manning Support Summary, Exhibit "H" and the Manning Schedule (Positions), Exhibit "I", Volume III, Contractor-furnished personnel shall work for and in conjunction with the Presidency of Civil Aviation (PCA), as one integrated team, to train, augment, assist, and actively support the existing work force in the operation, maintenance, and certification of the Government's Air Navigation System facilities, systems, equipment and in other related activities as described herein.

The Contractor shall also provide logistics support services to provide materials and services for the aforementioned sites, facilities, systems, equipment and special cost services as described herein. Specific Contractor responsibilities, services, and applicable provisions are as follows:

2 **MAN-MONTH PERSONNEL**

2-1 **Recruitment**

2-1-1 **Recruitment-Offices:** The Contractor shall establish recruitment offices for the purpose of recruiting personnel to work in Saudi Arabia in accordance with the



Contract. The Contractor shall maintain such offices throughout the life of the contract at each of the following locations or countries:

- a) Jeddah, Saudi Arabia
- b) Western Europe
- c) United States or Canada
- d) South-East Asia

Exact locations will depend upon the prime location, or locations, of the Contractor's organization, and the specific areas of recruitment proposed by the Contractor in accordance with the requirements of Volume I, Exhibit C, Article 7, Schedule of Quantities and Prices, and Exhibit I, Manning Schedule of this Volume.

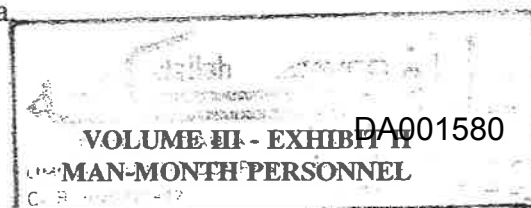
2-1-2

**Recruitment-Responsibilities and Approval:** The Contractor shall be entirely responsible for all aspects of the recruitment process, subject only to prior Government approval of Contractor-selected candidates, except that the Government may, at its discretion, at any time, direct the Contractor to hire any individual or individuals whom the Government deems suitable for employment under the Contract. The Contractor shall obtain Government approval for all candidates for employment or termination under the Contract prior to the candidates' employment or termination. The Contractor is informed that the Government will not approve any Contractor employee candidate who fails to meet the education and experience requirements specified in Volume IV (Position Descriptions). If the Government sees fit to waive the experience, qualification, or nationality requirements of Exhibit I and Volume IV (Position Descriptions), for a particular candidate or candidates, such a waiver shall not be construed by the Contractor as relieving the Contractor from conforming with the experience, qualification or nationality requirements with respect to any other candidates submitted to the Government for approval. The Contractor shall periodically advertise vacant positions in the local newspapers and attempt to recruit qualified Saudi Nationals prior to recruiting from the International Labor Market.

2-1-3

**Areas of Recruitment:**

- a) Nationals of the Kingdom of Saudi Arabia





- b) North America and Western Europe
- c) Middle Eastern Countries
- d) Asia

2-1-4 **Manning Levels:** The Contractor shall provide personnel as specified in the manning tables set forth in Exhibit I who meet the qualifications described in Volume IV. It is essential that the work force be comprised of personnel that possess the skills and technical proficiency to perform all tasks required to manage, engineer, maintain, repair, and recommend certification of facilities, systems, and equipment of the PCA Air Navigation System. Upon notification of Award of Contract (approximately three [3] months prior to official Contract start date), the Contractor, at his own expense, shall initiate his Phase-In, Recruitment and Mobilization Plans. The Contractor's recruitment program shall make available in a timely fashion a sufficient number of qualified personnel to effectively and efficiently meet contractual requirements. The Contractor shall maintain program personnel for the maintenance and operation of the program and shall not terminate the services of experienced incumbent personnel until he recruits replacement personnel with the same experience and required technical level and with prior approval from the Government representative or his designee.

The following is the minimum staffing schedule required by PCA:

-	Zero (0) months Contract Start Date of total staffing level _____	60%
-	Three (3) months after Contract Start Date of total staffing level. _____	75%
-	Four (4) months after Contract Start Date of total staffing level. _____	80%
-	Six (6) months after Contract Start Date of total staffing level. _____	90%

An additional monthly increase shall be required until a 100% staffing level is reached, or a staffing level as directed by the Contracting Officer or his designee, and in accordance with Article 2-10, Review of Manning, of this Exhibit H. The Contractor shall then maintain a minimum of 90% of the designated staffing



level throughout the life of the Contract. Contractor personnel shall work side-by-side with the Government Saudi National personnel as a single integrated work force.

The Contractor shall fill all the required positions in accordance with Article 2-1-4 herein. He shall also establish the correct pricing and salaries required to recruit and retain qualified engineers and technicians with the education and experience to fill the position detailed in Volume IV (Position Descriptions).

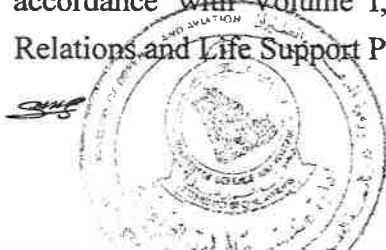
If the Contractor fails to recruit the required manpower in accordance with the above staffing schedule in this article, the Government Representative shall have the right to exercise its rights in accordance with Volume I, Exhibit B, Article 21, and Volume I, Exhibit B, Article 48.

2-1-5 **Personnel Status:** From past experience it has become clear to the Government that certain skills required under the Contract are difficult to obtain on the international labor market, and that personnel possessing such skills can only be induced to relocate if the benefit package offered to them includes the right to be accompanied by their families. Since all employees need a significant amount of time to become fully productive in a new working environment, a rapid turnover of key skilled personnel caused by inadequate benefits would impose unnecessary expense on the Government in terms both of time and money.

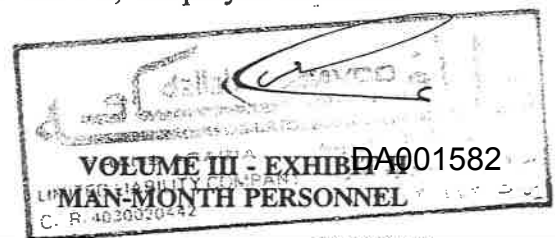
As referenced in Exhibit I, Manning Schedule, all positions in Levels 'A' through 'E' are Married Status and all positions in Levels 'F' through 'L' are Single Status. Married Status positions are also classified as either accompanied or unaccompanied.

Accordingly, the Contractor shall offer the benefits of married status to employees recruited for jobs identified in Exhibit I, Manning Schedule, as married status positions, to assure the stability of key elements of the work force, and to support the continuity of operations.

The Contractor shall provide benefits to married and single status employees in accordance with Volume I, Exhibit D, Article 1-2-3-8, Employee Industrial Relations and Life Support Plan.



*Amir*



2-1-6 **Verification of Qualifications:** The Contractor shall, when submitting resume(s) of applicants for the approval of the Government, accompany the resume(s) with a statement to the effect that the Contractor has verified the accuracy of claims made in the resume(s) relating to experience and qualifications. The resume(s) shall include copies of technical, professional, academic, or other certificates, based on which, qualification determination was made. The Government may, at its discretion, request that the Contractor produce original documents pertaining to any applicant's qualifications upon arrival in Kingdom of the applicant. An exception to the provisions of this Article is made in the case of incumbent Contractor employees whose employment is proposed to be transferred to the Contractor.

2-1-7 **Personnel Orientation:** The Contractor shall establish orientation programs in both its in-Kingdom and out-of-Kingdom recruitment offices. The purpose of the out-of-Kingdom programs shall be to ensure that employees are thoroughly briefed, prior to accepting an employment offer, as to their work responsibilities, benefits and other remuneration, the social and cultural conditions pertaining to employment in Saudi Arabia, and any other pertinent information. The in-Kingdom program shall provide employees with detailed information concerning such topics as Contractor personnel policy, Government rules, regulations, Orders and security measures, and any information peculiar to the employee's assigned work location. The Contractor shall also make available in- Kingdom and out-of-Kingdom orientation for an employee's dependents should the employee be entitled and intending to be accompanied by such dependents in Saudi Arabia during the period of his employment under the contract.

2-1-8 **Recruitment Review and Assessment**

The Government reserves the right:

- a) To monitor and review the Contractor's recruitment methods;
- b) To review Contractor employment applications, with particular emphasis on applications for management and engineering positions;



- c) To verify that experience of technical and supervisory applicants was acquired through association with Air Navigation Systems equal to or exceeding ICAO Standards.

2-1-8-1 The Government reserves the right to inspect all or any of the Contractor's records relating to applications and applicants for positions in Saudi Arabia under the Contract, and the Contractor agrees to make the said records immediately available at its own expense upon request of the Government. The Contractor understands that failure to make such records available to the Government may result in delays in Government approval of applicants without prejudice to the Government's rights under any other provisions of the Contract.

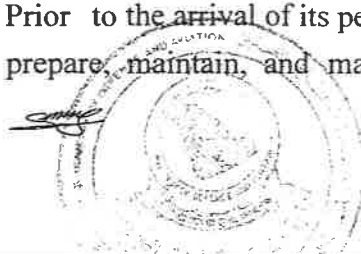
2-1-8-2 The Government reserves the right to interview any applicant for a position in Saudi Arabia under the Contract as it deems necessary and at the expense of the Contractor.

2-1-8-3 The Contractor agrees to provide, at the Government's requests, documentary evidence of its recruitment methods, including status reports, rosters, advertising copy, orientation literature, recruitment sources, applicant screening procedures, and any other information relevant to the recruitment process as deemed necessary by the Government. Such evidence shall be provided at the Contractor's expense. The Contractor also agrees to respond to any request by the Government for an explanation of its reasons for any particular recruitment method or action, if in the opinion of the Government, such a method or action may have an unfavorable effect on the quality of manpower supplied through the Contract.

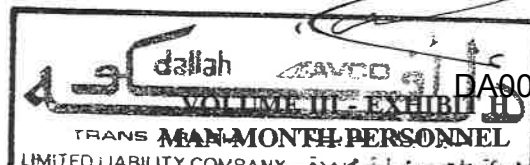
2-1-8-4 The Contractor agrees to provide the Government with career resumes of all applicants it proposes to recruit for positions in Saudi Arabia under the Contract. The Contractor shall also respond to any request by the Government for an explanation of its reasons for selecting any applicant or applicants.

2-1-8-5 Pre-Employment Medical Examination And History

Prior to the arrival of its personnel at the sites and facilities, the Contractor shall prepare, maintain, and make available to the Government Representative or his



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designee a record of the pre-employment medical examinations (to include AIDS and other contagious disease examinations) and medical history of each of its personnel. Such records of pre-employment medical examinations and medical histories shall be complete in all respects and shall indicate that the Contractor's personnel are in good general health and physically fit and capable of performing their duties in Saudi Arabia.

If at any time the Government or the Government Representative or his designee determines that the Contractor's personnel are not physically capable of performing their duties or would endanger the health of others, the Contractor shall take such steps to immediately remove such personnel from the sites and facilities and to provide, at the Contractor's expense, adequate medical care and treatment.

In the event of an outbreak of illness of an epidemic nature, the Contractor shall comply with and execute such regulations, orders, and requirements as may be imposed by the Government or any appropriate authorities for the purpose of dealing with such illness.

The Contractor shall take proper health precautions to protect its personnel and the public from such outbreak of illness.

## 2-2 Contractor Mobilization

Upon notification of Award of Contract, the Contractor shall immediately commence mobilization with the object of achieving the manning levels specified in Article 2-1-4 of this Exhibit H.

- 2-2-1 Employment Offers to Incumbent Contractor Man-Month Employees: In order to avoid potential disruptions to the operational integrity of the systems and facilities which may result from the failure of the new Contractor (or existing Contractor if awarded the new Contract) to re-employ the existing work force in sufficient numbers, the Government reserves the right to direct the Contractor, if the Government finds it necessary, to employ certain personnel whose services the Government considers essential for the safe and effective operation of the Air Navigation System. The Contractor shall make its best effort to hire these



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employees, and shall make his employment offers to them immediately upon receipt of such direction. In the event that an employment offer to an incumbent Contractor man-month employee is not accepted by the incumbent employee, the Contractor shall solicit from the employee and immediately furnish to the Government statements signed both by the Contractor and by the employee setting forth the reason(s) for non-acceptance of the offer.

- 2-2-2 **Post-Award Orientation Conference:** Within two weeks of Award of Contract, the Government will, at its discretion, hold a Post-Award Orientation Conference with the Contractor. The conference will serve the following purposes:
- 2-2-2-1 To clarify, without prejudice, the terms and conditions of the Contract, and any areas of uncertainty on the part of the Contractor as to his responsibilities under the Contract;
- 2-2-2-2 To advise and assist the Contractor, without prejudice to contractual responsibilities, in the matter of entry visas and work permits for Contractor-furnished personnel;
- 2-2-2-3 To establish priorities for positions to be filled and encumbered by the end of the mobilization period, coinciding with the termination of the incumbent Contractor's responsibilities;
- 2-2-2-4 To establish priorities for site and location manning levels during the Phase-In period;
- 2-2-2-5 To coordinate site inspections by Contractor personnel during the Phase-In period;
- 2-2-2-6 To introduce Government personnel to key Contractor personnel.
- 2-2-3 **Mobilization Status Reports:** Within two weeks of the Award of Contract and at the end of each subsequent week thereafter for the first three (3) months of the Phase-In period, unless otherwise directed by the Government, the Contractor shall furnish to the Government three (3) copies of a weekly Mobilization Status

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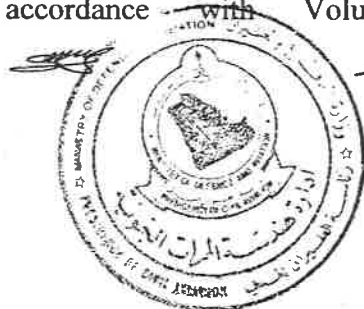
Report. The report shall contain key information relating to the progress of the Contractor's mobilization activity including, but not limited to:-

- 2-2-3-1 Incumbent personnel re-hire status;
- 2-2-3-2 Number of employment offers accepted;
- 2-2-3-3 Number of employment offers pending acceptance;
- 2-2-3-4 Number of employment offers rejected;
- 2-2-3-5 List of prospective employees awaiting Government approval;
- 2-2-3-6 Block visa/work permit status;
- 2-2-3-7 Significant mobilization problems and corrective action.

### 2-3 Employee Performance Evaluation

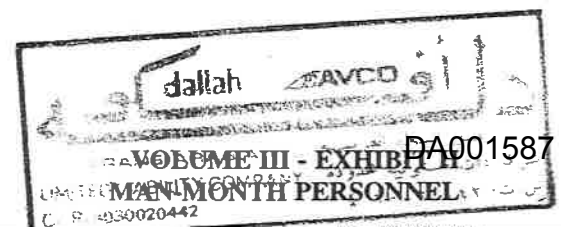
- 2-3-1 The Contractor shall develop and administer an Employee Probation procedure for its man-month personnel. Within thirty (30) days from the start date of the Contract the Contractor shall submit this procedure to the Government for approval. The employee probation period shall be for the initial ninety (90) days following the employee's first day on master payroll. During this probation period the employee will be under observation for his ability to perform in accordance with his position description. If during this period the Contracting Officer or his designee finds him unsuitable as regards his knowledge, ability, conduct or attitude, the Contractor will be required by the Government to terminate his services.

- 2-3-2 Performance Evaluation: The Contractor shall develop and administer an Annual Performance Evaluation policy and establish annual incentive procedures for incumbent personnel, so as to maintain the experienced manpower. Within thirty (30) days from the start of the Contract the Contractor shall submit this procedure to the Government for approval. The procedure shall provide for a minimum of one (1) annual written evaluation, and details of annual incentives to avoid a negative high turnover ratio of personnel, in accordance with Volume I, Article 1-2-3-7 of Exhibit D.



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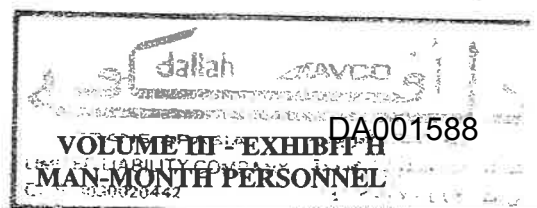


- 2-4 **Proficiency Intensification** In order to increase the proficiency of Contractor personnel in certain job skills, the Government agrees to provide the Contractor with the necessary training facilities and equipment required to conduct intensive in-country equipment proficiency orientation of qualified Contract personnel as necessary, and as per the instruction of the Government representative. In accordance with on-the-job experience, Contract personnel will be selected from manning positions shown in Exhibit I-Manning Schedule to participate in this intensive in- country orientation program.
- 2-5 **Replacement of Personnel** The Contractor may assign replacement personnel up to seven (7) calendar days prior to the last day worked by terminating Contractor personnel. Billings for the above overlap of personnel are permitted only when the monthly number of man-months billed does not exceed the negotiated monthly number of man-months in Volume I, Exhibit C, Article 7, Schedule of Quantities and Prices. The Government may elect not to replace the terminating Contractor personnel. Upon receipt of such instruction, the Contractor shall place the applicable position on "hold" status, and shall make no attempt to recruit for the position until instructed otherwise by the Government. Upon the position being placed on "hold", the Contractor shall not include that position in determining its manning levels in accordance with Article 2-1-4 of this Exhibit H.
- 2-6 **Unsatisfactory Performance by Contractor Personnel**
- 2-6-1 Contractor personnel who are required by the Government to be certified as competent in accordance with Government certification program(s) shall, subject to the approval of the Contracting Officer or his designee, be terminated by the Contractor if found not to have met the Government's certification criteria. The Government will pay the cost of man-months up to the date of termination of such personnel, but will not bear any other cost. Contractor personnel who are required to be certified shall be capable of achieving such certification within ninety (90) days of date of assignment, or as otherwise specified under Government certification rules and regulations.



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2-6-2 Notwithstanding the provisions of the foregoing Article 2-6-1 above, if at any time during their employment, Contractor personnel are found to be performing their duties in an unsatisfactory manner as regards their knowledge, ability, conduct or behavior, the Contracting Officer or his designee will investigate the matter in conjunction with the Contractor and with the assistance of other staff as necessary. If the investigation reveals that the incumbent was performing and/or conducting himself in an unsatisfactory manner, and disciplinary or remedial action will not remedy the situation, the Contractor will be directed to terminate him on the date to be decided by the Contracting Officer or his designee. The Government will pay the cost of man-months up to the date of his termination. The Government will not bear any other cost.

2-7 **Termination for Violation of Law or Customs** Contractor personnel are subject to termination for violation of the laws of the Kingdom, security regulations, religious or social customs of the Kingdom, whether or not convicted by a court of law. The direction concerning the employee will be given in writing by the Contracting Officer or his designee and the Contractor will be required to comply forthwith at no cost to the Government. The Contractor will be paid only the price of man-months provided.

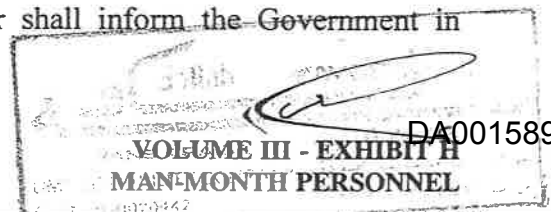
2-8 **Termination of Contractor Personnel by Contractor** The Contractor has the obligation of determining mis-behavior, prejudicial conduct or violation of company policies by Contractor personnel and in such cases shall promptly inform the Contracting Officer or his designee in writing when it is the Contractor's intention to terminate the employee, stating the reason(s) therefor. Termination of such Contractor personnel for any reason must have the approval of the Contracting Officer or his designee and shall be without cost to the Government.

2-9 **Personnel Unavailability, Resignations and Non-Availability**

2-9-1 **Abandonment of Position:** If any Contractor employee performing services hereunder is unavailable to perform his duties for a period of ten (10) consecutive calendar days, other than for those periods compensated for in Articles 2-17 to 2-21 of this Exhibit H inclusive therein, the Contractor may remove the said individual from the Master Payroll effective the eleventh day and initiate replacement. The Contractor shall inform the Government in



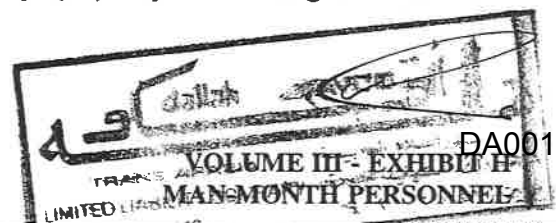
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writing, including relevant data to identify the employee, the position and the final termination date.

- 2-9-2 **Resignations:** Contractor personnel shall submit resignation letters to the Contractor, 30 days before resignation date with copies to the concerned Airways Engineering Department/Sector Head and to the Contracts and Finance Control Department. The Contractor shall inform the Government in writing, including relevant data to identify the employee, the position, the final termination date, and attach a copy of the employee-Contractor Termination Interview form, signed by both the employee and the authorized Contractor representative.
- 2-9-3 **Non-availability of Candidate Authorized for Hire:** The Contractor shall send a Non-availability letter to the Government for each Man-month authorized for hire by the Government, if the authorized candidate cannot be mobilized by the Contractor. This letter shall include relevant data to identify the candidate, the position, and the reason for his failure to mobilize. The Government shall not authorize any other candidate for the concerned position unless and until the Contractor submits the required Non-availability letter.
- 2-10 **Review of Manning** Recognizing that manning levels, skills and position descriptions may require adjustments, the Contracting Officer or his designee and the Contractor Program Director or his designee shall, each quarter or as necessary, jointly review Contractor Staffing Exhibit I, Manning Schedule and Volume IV, Position Description.
- 2-11 **Increases in Manning** In the event the foregoing agreement results in a requirement for additional Contractor personnel due to increased authorized manning in existing specialties, or the addition of new specialties, the Government representative may require the Contractor to increase the number of personnel within the same Contract Levels provided that the Contract billing rates shall not be increased. The resulting increase in authorized positions shall be subject to Articles 23 and 24 of the General Conditions set forth in Exhibit B, Volume I. In the event such increased authorized manning results in a requirement for additional funds, the Government shall adjust the funding appropriately within ninety (90) days following the increased authorization.



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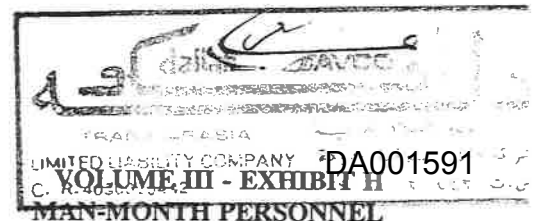
2-12 **Reductions in Manning** The rates established for personnel to be furnished hereunder were established premised on such personnel being stationed in Saudi Arabia for the period of the Contract. The Government may determine that Contractor positions may be eliminated from Exhibit I, Manning Schedule due to reduced scope of work or that Government personnel can undertake certain tasks being performed by Contractor personnel hereunder before the scheduled performance period of such personnel has elapsed. Government written notice of such reduction shall be provided to the Contractor ninety (90) days prior to the effective date of the elimination. The Contractor will eliminate the positions from Exhibit I, Manning Schedule as so directed and will adjust his billings accordingly. Such reduction shall be subject to Articles 23 and 24 of Exhibit B, General Conditions, Volume I.

2-13 **Operational Working Hours**

2-13-1 **Standard Work Week:** The Standard Work Week for Contractor personnel shall be Saturday through Thursday inclusively. Contractor personnel shall be required to work 8.0 hours-per-day, 5 days-per-week, and 4.0 hours on Thursday. The standard work day, including paid thirty (30) minute lunch break, shall be 0730-1600 Saturday through Wednesday, and 0730-1130, with no lunch break, on Thursday.

2-13-2 **Contract Month:** A Contract Month, for the purpose of the Contract, is defined as a time period starting on the 6<sup>th</sup> day of the current month, and ending on the 5<sup>th</sup> day of the following month, during the term of the Contract.

2-13-3 **Shift Work:** Contractor personnel may, for operational reasons, be assigned to work shifts according to schedules which are at variance with the Standard Work Week. In the interests of maximum operational efficiency it is understood and agreed that an employee may be required to work fewer shift periods than the equivalent number of Standard Work Week working days during one or more particular week(s) of a shift schedule, provided that the total number of shift periods worked during the Contract month is not less than the total number of Standard Work Week days which fall during the same Contract month.



Notwithstanding the foregoing, shift schedules which require employees to work fewer shift periods than the aforementioned monthly total of Standard Work Week days may only be implemented with the written approval of the Contracting Officer or his designee. In such instances the Contractor will be paid the full man-month rate for the applicable month.

For the purpose of this Contract, a shift period is defined as a period of work not less than 8.0 hours in duration excluding lunch break, starting and ending on days or at times other than those specified in Article 2-13-1 above, and interrupted only by statutory work breaks.

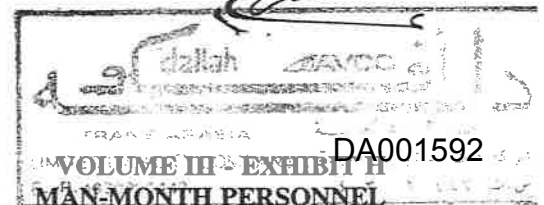
2-13-4 **Overtime:** The Contractor shall calculate overtime payments in accordance with Saudi Labor Law.

Contractor personnel working the Standard Work Week specified in Article 2-13-1 above, shall be paid overtime for hours worked in excess of 8.0 hours per day (Saturday through Wednesday), for hours worked in excess of 4.0 hours on Thursday, and for hours worked on days other than Standard work days (Friday).

Contractor personnel working shifts shall be paid overtime for all hours worked in excess of 8.0 hours during a shift period, or in excess of forty-four (44) hours in a week (Saturday to Friday).

Contract Manning Level A and B are the first and second level of Managerials and Senior Supervisory positions of the contract and therefore not entitled to any overtime payment. However, if Contractor personnel in Level A and B are required to work on days other than the standard work days (Saturday through Wednesday and 4 hours on Thursdays) the hours and or days worked, may be added to the vacation days of the employees.

2-14 **Permanent Assignment Locations** Permanent assignment for Contractor personnel will be at one of the following locations: ABHA, DHAHRAN, JEDDAH, MADINA, RIYADH, TABUK or TAIF, or such other locations as may from time to time be determined to be permanent locations by the Government.



- 2-15 **Housing and Accommodation** The Contractor shall be responsible for housing and accommodation requirements for Contractor personnel in accordance with the Council of Ministers Resolution No. 210, dated 18/10/1401H. The housing or accommodation shall be for the sole use of ANSS Program employees and shall, as much as possible, be confined to one area and/or compound, and located as close as is practical to the personnel location of work. It shall be of an acceptable standard of amenities and comfort, and comparable as a minimum to standards prevalent for similar categories of personnel in the country/countries of origin of the said personnel.

The Contractor's housing and accommodation proposal shall be incorporated within the Contractor's Program Plan Volume I, (Article 1-2-3 of Exhibit D), under the Employee/Industrial Relations and Life Support Plan (Article 1-2-3-8 of Exhibit D) and shall include, but not be limited to the following: Residential accommodation shall be provided fully furnished. In addition to standard household furnishings, personnel shall be provided with (as a minimum), air conditioning, washer/dryer, refrigerator, oven/stove and television set. Communications, including international telephone facilities shall be provided. Recreational facilities shall be provided for use by personnel and their families. These shall include (as a minimum), swimming pool, children's playground, gymnasium, etc. Standard hospitality kit, shall be provided. Maintenance and refurbishment program services shall be provided, e.g. regular servicing of air-conditioning, ground keeping, repainting of accommodation as required, general repairs to all accommodation, facilities and amenities as required, water and power supply. The cost of all above-mentioned items shall be borne by the Contractor, without any costs.

The Government shall have the right to inspect and approve the Contractor's proposed housing prior to the transfer of incumbent employees to the incoming Contractor's proposed housing. The Government representative may perform periodic inspections of Contractor-provided housing or accommodation. Any negative findings during the inspection process shall be brought to the attention of the Contractor to be corrected as soon as possible. If, at any time, the Contractor fails to correct deficiencies pointed out by the Government, the Government shall have the right to correct the deficiencies and deduct the cost of correction from monies due to the Contractor.



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- 2-16 **Transportation** The Contractor shall be responsible for mobilization, demobilization, emergency and annual vacation air transportation to Home of Record for all Contractor personnel and their authorized dependents. The Contractor shall also be responsible for personal transportation for Contractor personnel between their accommodations and their work sites, which shall be so organized as to respond promptly to non-routine work transportation requirements of its personnel in addition to routine work requirements; this requirement has equal application for Contractor personnel assigned TDY at Sectors or Airports within the Kingdom. The Contractor shall also be responsible for medical transportation (routine and emergency), dependent's school transportation, and employee and dependents' recreational transportation.

As a minimum, all employees hired in Married Status positions, Levels 'A' through 'E', shall be provided with individual vehicles. All employees hired in Single Status positions, Level 'F' through 'I', a group of 2 to 4 employees, shall be provided with one pool vehicles. All other employees shall avail Contractor provided mode of transportation. All vehicles to be provided must not be more than three (3) years of age.

In addition to the above requirements, the Contractor shall provide an adequate number of vehicles, in accordance with the following schedule as a minimum, to transport personnel (including TDY personnel) between the accommodation/hotel and the Sector offices, and to cover personnel movements on a 24-hour basis, to meet the routine and emergency operational requirements of the program.

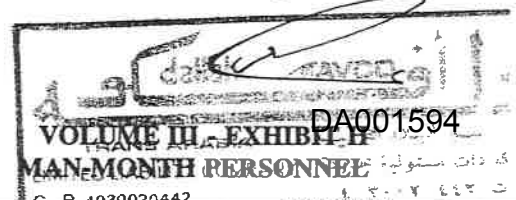
In addition to the above and in order to reduce the Maintenance requirements, the Contractor will provide additional utility vehicles for the Contractor's Employees movement from the Sector location to remote area.

The all Maintenance of the below vehicles will be borne by the Government.

## VEHICLES

Minimum of 30 Utility Pick-Up (C/Cab) for Sectors remote site use

- 2-17 **Holidays** Contractor personnel will be allowed a total of ten (10) calendar days per year as paid holidays: Five (5) days for Ramadan Eid, and five (5) days for Haj.





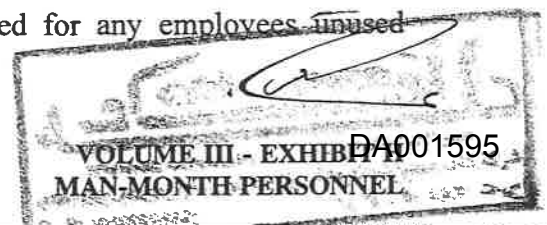
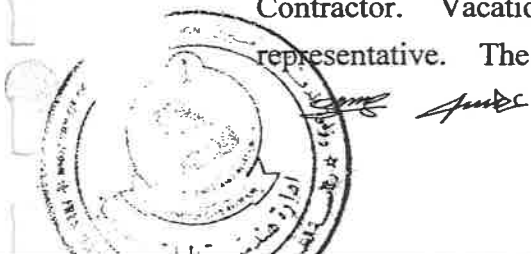
If Contractor personnel are required to work during public holidays, the days worked may be added to vacations or reimbursed subject to the approval of the Government representative or his designee. Public holidays arising during vacation will not be counted as vacation days, and the vacation will be extended accordingly. Scheduling of such days will be at the discretion of the Government.

**2-18 Sick Leave and Compassionate Leave**

- 2-18-1 The Contractor will receive payment from the Government for sick leave actually taken by Contractor personnel, as per the applicable rules and regulations.
- 2-18-2 The Contractor will receive payment from the Government for compassionate leave actually taken by Contractor personnel due to serious illness or death in the immediate family, provided that such payments shall not exceed three (3) days annually for each such person. Days in excess of these will be considered leave without pay.
- 2-18-3 Notwithstanding the provisions of the preceding Articles 2-18-1 and 2-18-2, the Contractor will not receive payment for any combination of sick leave and compassionate leave taken by individual Contractor personnel that exceeds a total of twelve (12) days annually.
- 2-18-4 Sick leave and compassionate leave may not be added to vacation.

- 2-19 **Vacations** In addition to the Holidays specified in Article 2-17, Contractor personnel shall be allowed thirty (30) calendar days, including weekends, for each year worked on the Contract, accrued at the rate of two and one-half (2.5) days per month.

- 2-20 **Scheduling of Vacation and Settlement of Unused Entitlements** Vacations will be scheduled so as to minimize interference with the Government's operational requirements, and granted in accordance with the vacation schedule established by the Contractor. Vacation schedules must be approved by the appropriate Government representative. The Contractor shall not be reimbursed for any employees unused





vacation leave entitlements, with the exception of essential/critical personnel who may not be permitted vacation as a result of operational requirements.

- 2-21 **Unpaid Leave** The Contractor may authorize its personnel leave of absence without pay under circumstances deemed appropriate by the Contractor, after approval by the Contracting Officer or his designee. The Contractor shall not be entitled to payment by the Government for days not worked by personnel through absence on unpaid leave.

### 3 **SPECIAL COST SERVICES AND PROVISIONS**

- 3-1 **Introduction** The Contractor, when authorized by the Contracting Officer or his designee in writing, shall provide the services listed and described in this Article 3 and shall be paid therefor. In all cases, the prior written approval of the Contracting Officer or his designee is mandatory before the Contractor incurs costs under this Article 3.

- 3-2 **Overtime** Any time worked by Contractor personnel in excess of the hours specified in Article 2-13 of this Exhibit H herein shall be considered overtime, and will require prior written requests by Contractor man-month personnel supervisors and final approval by the Contracting Officer or his designee. The Contractor shall be compensated for overtime at the negotiated rates specified in Volume I, Exhibit C, Attachment D, Article 7-4, Schedule of Quantities and Prices, and may be paid from the man-month or special cost item, as per the instruction of the Government representative.

- 3-3 **Support Staff** The Contractor, upon request, will recruit support staff and will be reimbursed on a negotiated and established cost-plus-fee basis, and may be paid from man-month or special cost item, as per the instruction of the Government representative. These costs shall include, but not be limited to, salaries, allowances, and benefits which shall be determined by the Contractor and approved by the Contracting Officer or his designee. The written approval of the Government Representative or his designee is mandatory before the Contractor employs such support staff personnel. Provided that hiring will be according to the support staff categories and salaries schedule mentioned in Volume I, Exhibit "C", Article 7-6.

- 3-4 **Engineering, Technical, and Other Advisors** The Contractor shall, at the request of the Government, obtain special contract services, within the scope of but not otherwise covered by the Contract, of Engineering, Technical, and other Advisors.



Requests for such services shall be processed and the Contractor will be reimbursed in accordance with procedures defined in Volume I, Exhibit C, Article 3-1-2-5.

- 3-5 **TDY and Factory Training** When the Contractor is requested to assign certain Program personnel on TDY outside the Kingdom of Saudi Arabia, the Contractor shall be reimbursed for such TDY and training at the negotiated rates specified in Volume I, Exhibit C, Attachment D, Article 7-3, Schedule of Quantities and Prices.
- 3-6 **Basic Training Center Life Support Services** The Contractor shall provide life support services for Basic Training students as specified in Volume III, Exhibit J, Training Plan, Article 1-9-3.
- 3-7 **Additional Special Cost Items** The Contractor may be requested to provide other Special Cost Items not listed above. The provision, and determination of cost, if any, of these services, shall be made in accordance with Volume I, Articles 23 and 24 of Exhibit B, General Conditions.

#### 4 **TECHNICAL AND SUPPORT MAN-MONTH SERVICES AND PROVISIONS**

- 4-1 **Program Management** Airways Facilities Kingdom-wide management responsibility shall at all times rest with the Contracting Officer or his designee. The personnel furnished by the Contractor shall work in Saudi Arabia as an integrated element of PCA. The Contractor shall provide Program Management to direct, control, and administer the activities of Contractor personnel within the requirements of the contract, and according to the management direction, orders, rules and regulations of PCA. The Contractor, through the management skills of its management and supervisory personnel working at various levels of authority prescribed by PCA, shall be responsible for ensuring that the specified services are being satisfactorily performed by all Contractor personnel in accordance with the contract.

While Contractor personnel may under certain circumstances and/or at certain times be required by the Government to work under direct supervision of employees of the Government, such supervision, unless it specifically precludes the aforesaid personnel from performing services or carrying out duties in accordance with the Contract, shall



in no way relieve the Contractor of his responsibility for the services performed or duties carried out by the aforesaid personnel.

4-2 **Contractor Performance Evaluation** The Contractor shall at its own expense maintain a Performance Evaluation Staff, consisting of qualified individuals experienced in management, technically cognizant and capable of evaluating and analyzing the Contractor's performance of the services specified in the Contract. The Contractor shall, through the Performance Evaluation Staff, be responsible for the following:-

4-2-1 Conducting periodic evaluations and quality control audits of the Contractor's technical, management and logistics performance.

4-2-2 Establishing, with the approval of the Government Representative or his designee, measurable targets and objectives to be achieved by the Contractor within a given period in support of each organizational element of PCA augmented by Contractor personnel.

4-2-3 Recommending to the Government Representative or his designee organizational and operational changes with the object of facilitating improvements in Contractor performance.

4-3 **Program Plan** Not later than ninety (90) days after the start date of the Contract, the Contractor shall submit five (5) copies of an updated Program Plan to the Government. The Program Plan shall be an updated version of the Program Plan submitted by the Contractor in accordance with Volume I, Exhibit D, Management and Operations Plans. It shall incorporate all changes made to the Program Plan submitted as a result of contract negotiation or at the direction of the Government, and shall include all procedures, policies and plans submitted to, approved and/or directed by the Government in accordance with the provisions of Volume II, Statement of Work (SOW). Without prejudice to the foregoing, the Program Plan shall include but not be limited to the following information:-

4-3-1 All Contractor management positions including names and telephone numbers of the assigned management personnel.



- 4-3-2 Contractor organizational charts showing the Contractor's organization structure and its relationship with the parent organization(s). Lines of authority shall be clearly defined, along with functional responsibilities.
- 4-3-3 Tasks to be performed and basic administrative approach.
- 4-3-4 Update of the operations Phase-In Plan originally submitted in the tender as a part of the Program Plan shall be submitted within thirty (30) days after the award of the contract, as a separate document containing modifications resulting from contract negotiations and Government directions.

In the event that subsequent changes during the life of the Contract necessitate further updates to the Program Plan, the Contractor shall submit the said updates to the Government without delay.

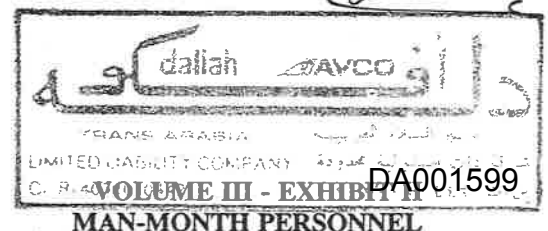
- 4-4 **Contractor Management** The Contractor shall establish and throughout the life of the Contract, maintain Management Office in Jeddah, Saudi Arabia to direct, control, and administer the provision of services under the Contract.

To provide a consistent and equal opportunity employment to all Man-month, Support Staff and Ancillary Labor personnel including Contractor Management personnel, the Contractor must apply a unified policy for all categories of staff throughout the duration of the Contract.

All Contractor personnel hired to Contractor Management positions must be working solely for the ANSS Program.

Hiring and terminating the key personnel of the Contractor Management is subject to PCA approval.

Computation of potential cost covering Contractor Management Office shall be the Contractor's responsibilities. However, the Contractor, prior to the commencement of the Contract shall provide the cost data of the Contractor Management to the PCA.



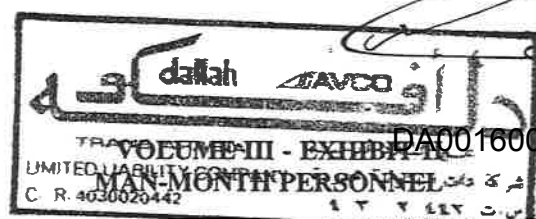


Along with other positions which shall be at Contractor's sound judgment and usual business practices, the Contractor as a minimum, shall have the positions in his Contractor Management Office according to the following table.

### CONTRACTOR MANAGEMENT POSITIONS

Description	Hq Jeddah	Inter'l Airport	Domestic Airport	Total	Nat	Remarks
Project Manager	1			1	S	Key personnel
Asst Project Manager	1			1	S	Key personnel
Office Administrator	1	3		4	S/N	
Secretary	2			2	S/N	
Technical Coordinator (Electronic Engineer)	1			1	S	Key personnel
Translator	1			1	S/N	
Word Processor	1			1	S/N	
Housing & Trans Supvr	1			1	S	Key personnel
Housing Coordinator	1	2	4	7	S/N	
Transportation Coordinator	1	2		3	S	
Facility Maintenance Tech	4	2		6	S/N	
Housing Maintenance Tech	4	2		6	S/N	
Auto Mechanic	2	2		4	N	
Custodian	10	4	4	18	N	
Security Guards	4	2		6	S	
Switch Board Operator	3			3	S	
Certified Male Nurse	1			1	N	
Drivers	4	4	4	12	S	
Logistics Supervisor (OKL/KL)	1			1	S	Key personnel
Buyer + Procurement Asst	4			4	S/N	
Store Keeper	1			1	S/N	
Finance Supervisor	1			1	S	Key personnel
Accountant	6			6	S/N	
Accounting Clerk	5			5	S/N	
Cashier	1			1	S/N	
PCA Support Liaison	3			3	S/N	
Expeditor	1	2		3	S	
Manpower Supervisor	1			1	S	Key personnel
Recruiter (OKL)	1			1	S/N	
Recruiter (IKL)	1			1	S/N	
<b>TOTAL</b>	<b>69</b>	<b>25</b>	<b>12</b>	<b>106</b>		

Legend: S = Saudi  
S/N = Saudi or Non-Saudi  
N = Non-Saudi





In the event, the Contractor decide to provide the housing, transportation and recruiting and medical or any of the services via a sub-contractor, which may render some positions in the above table as not essential, the main Contractor, prior to the commencement of the Contract, shall provide to the PCA the entire cost of the Contractor management including the sub-contract cost (Ref: Volume I, Exhibit B, Article 4).

4-5 **Contractor Monthly Activity Report** A Contractor operational activity report shall be submitted monthly to the Contracting Officer or his designee. The report shall include: routine contract information; information on status of accomplishments, including a definition of the problems and corrective actions being taken; targets for the following month; man-month and financial status; and potential problems. The activity report for the month being reported shall be submitted on or before the 10th day of the following month.

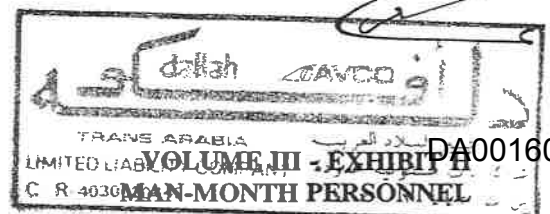
4-6 **Progress Reviews**

4-6-1 **Quarterly Reviews:** Appropriate Government and Contractor representatives shall conduct progress reviews on a quarterly basis or as necessary as required by the Contracting Officer or his designee. The progress reviews will evaluate contractual and technical objectives, status of staffing, and work performance analyses in accordance with the provisions of Volume II, Statement of Work (SOW).

4-6-2 **Contractor Phase-Out Plan:** Not later than eighteen (18) months prior to the end of the Contract period, the Contractor shall submit to the Government for approval a Phase-Out Plan, containing detailed information as to how the Contractor proposes to administer the actions necessary to achieve a non-disruptive closure of the Contract. The topics addressed by the Contractor shall include but not be limited to manpower, finance, logistics and technical aspects, and shall be so designed as to assure the continuous uninterrupted provision of a high standard of Air Navigation System Support by the Contractor during the final months of the Contract period.



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DA001601

- d) Furnished housing, or appropriate allowance; private vehicles (Level 'A' thru 'E'), or appropriate allowance; full comprehensive medical care for employees and their authorized dependents; and food allowance (Levels "K" and "L" only).
- e) All cost in connection with employees driving license and its renewal; employees iqama; passport; exit/re-entry visas; travel documents; certification from Chamber of Commerce; Letter of No Objection, and all other work related items.

The Contractor shall, at its own expense, make payment or provision in respect of its contractual responsibilities referred to in this Article, and in no way deduct the cost thereof from any monies due or which may become due to the Contractor personnel.



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الهيئة العامة  
لإدارة الدفاع والطيران  
رئاسة الطيران المدني  
مهندسة الممرات الجوية

ANSS-VI

8 OF 10

عقد رئاسة الطيران المدني/هندسة الممرات الجوية ٢٠٠٠-٢٠٠٥  
لدعم وتشغيل وصيانة نظام الملاحة الجوية - ٦  
المجلد ٣- النسخة الإنجليزية  
مجال الخدمات



CONTRACT NO. PCA-AE-2000-025  
FOR  
OPERATIONS AND MAINTENANCE  
OF THE  
AIR NAVIGATION SYSTEM SUPPORT (ANSS-VI) PROGRAM

VOLUME III - ENGLISH

SCOPE OF SERVICES

THE KINGDOM OF SAUDI ARABIA  
Ministry of Defence and Aviation  
Presidency of Civil Aviation  
Airways Engineering Directorate

DA001603

EXHIBIT - 1 ATTACHMENT  
CRITICAL/ESSENTIAL POSITIVE

DA00160

**VOLUME III**  
**SCOPE OF SERVICES**  
**EXHIBIT I - MANNING SCHEDULE**  
**ATTACHMENT A - CRITICAL/ESSENTIAL POSITIONS**  
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1-2	FINANCIAL PENALTY FOR MANNING SHORTAGE	4 of 5



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**VOLUME III**  
**SCOPE OF SERVICES**  
**EXHIBIT I - MANNING SCHEDULE**  
**ATTACHMENT A-CRITICAL/ESSENTIAL POSITIONS**

**ARTICLES**

**1 CRITICAL/ESSENTIAL POSITIONS**

The critical/essential positions for the ANSS-VI are listed below. The Contractor is required to have these positions filled with qualified personnel.

1-1 The following positions must be filled at all times:

<b><u>Psn #</u></b>	<b><u>Job Title</u></b>	<b><u>Quantity</u></b>
0103	Manager, CFC	1
0104	Manager, Program Coordination	1
0105	Manager, Depot Engineering Branch	1
0106	Technical Sector Manager	3
0107	Manager, Logistics	1
0108	Manager, Maintenance System	1
0109	Manager, Comms Engineering Branch	1
0110	Manager, Automation Engineering Branch	1
0111	Manager, Nav aids Engineering Branch	1
0112	Manager, System Planning Branch	1
0113	Manager, Environmental Eng'g Branch	1
0117	Manager, Radar Engineering Branch	1
0118	Manager, Technical Publications	1
0201	Technical Sector Supervisor	4
0205	Nav aids Specialist	1
0206	Senior Data System Specialist	1
0207	Senior Communications Maint Engineer	1
0208	Senior Data System Engineer	1
0209	Senior Elec/Mech Maint Engineer	1



<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0210	Senior Nav aids Maint Engineer	1
0211	Senior Radar Sys Maint Engineer	1
0213	Senior Comms Engineer (EMI)	1
0214	Senior Civil Engineer	1
0215	Senior Planning Engineer	1
0216	Senior Comms Engineer	1
0217	Senior Radar Engineer	1
0219	Snr Software Engineer (KKIA Sys)	1
0220	Snr Software Engineer (KFIA Sys)	1
0221	Snr Software Engineer (KAIA Sys)	1
0222	Snr Software Engineer (AMSS)	1
0302	PMEL Supervisor	1
0303	Data Sys Engineer (H/W)	3
0304	Data Sys Engineer (S/W)	3
0305	Radar Maint Engineer	4
0308	Comms Maint Engineer	2
0309	Nav aids Maint Engineer	3
0312	Data Sys Supvr	1
0313	Snr Software Engr (SRH/Res)	1
0314	Comms Engineer	2
0315	Snr Nav aids Engineer (Install)	1
0316	Snr Nav aids Engineer (Systems)	2
0317	Nav aids Systems Engr	1
0318	Radar Engineer	1
0319	UPS Engineer	1
0320	Civil Engineer	1
0321	Electrical Engineer	1
0323	Planning Engineer	1
0403	Nav aids Supervisor	3
0404	Radar Supervisor	3
0405	Comms Supervisor	3
0406	Data Processing Supervisor	1
0410	Software Engineer (KKIA Sys)	1

<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0411	Software Engineer (KAIA Sys)	1
0412	LAN Supvr/Technical Supp	1
0413	Software Engineer Maint Control	1
0414	Nav aids Engineer	1
0415	Comms Engineer (SYS)	1
0416	Civil Engineer	2
0417	Elec/Mech Engineer	1
0505	Nav aids Instructor	2
0507	Comms Instructor	3
0508	Data Instructor	2
0509	Radar Instructor	2
0513	Nav aids Engineer	1
0515	Hardware Engineer	1
0603	System Maint Engineer	8
0606	Maint Cont Supvr	1
0607	Field Maint Supvr	2
0609	Software Engineer (KFIA)	1
0701	Snr Nav aids Tech	12
0704	Electronics Tech	1
0705	Snr Comms Tech	6
0706	Snr Data Proc Tech	5
0707	Snr Radar Tech	5
0708	Snr PMEL Tech	1
0801	Comms Maint Tech 'A'	13
0802	Elec/Mech Supvr	7
0805	Data Processing Tech 'A'	10
0806	Nav aids Maint Tech 'A'	15
0807	Radar Maint Tech 'A'	7
0808	PMEL Tech 'A'	3
0809	Snr Auto Tech	1
0810	Snr Equip Cool Tech	2
0811	Snr Power Gen Tech	3

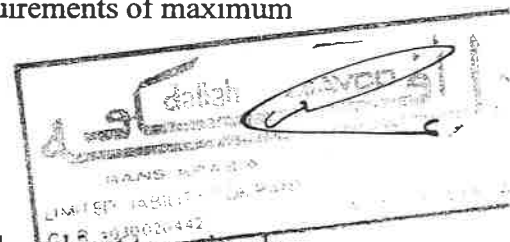
<u>Psn #</u>	<u>Job Title</u>	<u>Quantity</u>
0901	Nav aids Tech 'B'	17
0905	Comms Tech 'B'	12
0906	Radar Tech 'B'	4
0907	PMEL Tech 'B'	2
0908	Automotive Tech (Gen)	1
0909	Equip Cool Tech (Gen)	2
0910	Power Gen Tech (Gen)	2
0915	Maintenance Controller 'A'	4
1006	Comms Maint Tech 'B'	4
1007	Data Processing Tech 'B'	5
1008	Radar Maint Tech 'B'	4
1009	Nav aids Maint Tech 'B'	4
1013	Maint Cont 'B'	4
1103	Automotive Tech 'B'	9
1104	Equip Cool Tech 'B'	15
1105	Power Gen Tech 'B'	16
1111	Fac Tech (Electrical)	2
1112	Fac Tech (Plumbing)	2
1203	Antenna Rigger 'B'	1

The positions listed above are all vital in containing the risk-factor, down-time and maintenance schedule of the Air Navigation Support System of the Kingdom.

All remaining positions in the Contract, not listed above, shall also constantly be reviewed by the Contractor Performance Evaluation Committee, and in no way relieve the Contractor in its obligations to fulfill the requirements of maximum manning at all times.

#### 1-2 Financial Penalty for Manning Shortage

The Contractor's recruiting and mobilizing efforts shall be subject to review by the Contractor Performance Evaluation Committee. In the event, if any positions



listed above are left vacant without reasonable justifications acceptable to the Committee, the Committee, in accordance with Volume I, Exhibit B, Article 48 will impose financial penalty.



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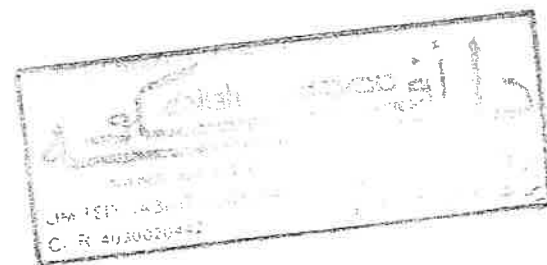
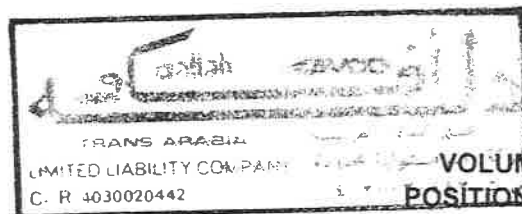




EXHIBIT - 1  
POSITIONS FOR ANSS

DA001611

VOLUME - III - MAN-MONTH PERSONNEL			
EXHIBIT I - MANNING SCHEDULE			
MANNING SCHEDULE			
TABLE 1 - 1			
1	2	3	4
			AREA OF
LVL	DESCRIPTION	STATUS	RECRUITMENT
A	Technical Assistants, Managers, Department/ Sector Technical Managers; Snr. Navaid; Engineers	M	AB
B	Senior Certified Engineers, Technical Sector Supervisors, Navaid Training Specialists	M	AB
C	Engineering Supervisors, Senior Supervisory Staff, Senior Specialist	M	AB
D	Engineering, Supervisory, Specialist Staff	M	AB
E	Technical Instructors, Electronic Engineers	M	AB
F	Certified Electronic Instructors, System Maintenance Engineers	S	AB
G	Senior Electronics Technicians, English Language Instructors, Non-Technical Specialists	S	AB
H	Electronic Maintenance Technicians 'A'; Senior Facilities Technicians, Non-Technical Specialists, and Equivalent	S	AB
I	Facilities Technicians 'A', Electronics Technicians 'B', Support Supervisory/Specialist and Equivalent	S	AB
J	Electronics Maintenance Technician 'B', Support Specialist and Equivalent	S	ABCD
K	Technical Data Support, Facilities Technician 'B', and Equivalent	S	ABCD
L	Facilities Support and Equivalent	S	ABCD
COLUMN 1 = Manning Level			
COLUMN 2 = Level Description			A = Saudi Nationals & Residents
COLUMN 3 = Status			of Saudi Arabia(Must possess
	M = Married Status		Western qualifications &
	S = Single Status		experience)
COLUMN 4 = Area of Recruitment			B= North America & Western Europe
			C = Middle East Countries
			D = Asia



VOLUME III - EXHIBIT I  
POSITIONS FOR ANSS-VI

DA001612

**VOLUME III  
SCOPE OF SERVICES  
EXHIBIT I – POSITIONS FOR ANSS-VI**

**TABLE 2-1**

**LEGEND:**

<b>AED</b>	-	<b>AIRWAYS ENGINEERING DIRECTORATE</b>
<b>PCA</b>	-	<b>PCA SUPPORT</b>
<b>CFC</b>	-	<b>CONTRACTS AND FINANCE CONTROL</b>
<b>LOG</b>	-	<b>LOGISTICS</b>
<b>PRD</b>	-	<b>PROPERTY RECEIVING DEPARTMENT (PRD)</b>
<b>SED</b>	-	<b>SYSTEMS ENGINEERING DIVISION</b>
<b>TPD</b>	-	<b>TECHNICAL PUBLICATIONS DEPARTMENT</b>
<b>TTD</b>	-	<b>TECHNICAL TRAINING DEPARTMENT</b>
<b>MPD</b>	-	<b>MANPOWER DEVELOPMENT</b>
<b>DEB</b>	-	<b>DEPOT ENGINEERING BRANCH (DEB)</b>
<b>MOB</b>	-	<b>MAINTENANCE OPERATIONS BRANCH (MOB)</b>
<b>ABH</b>	-	<b>ABHA SECTOR</b>
<b>DHA</b>	-	<b>DHAHRAN SECTOR</b>
<b>JED</b>	-	<b>JEDDAH SECTOR</b>
<b>MAD</b>	-	<b>MADINAH SECTOR</b>
<b>RIY</b>	-	<b>RIYADH SECTOR</b>
<b>TAB</b>	-	<b>TABUK SECTOR</b>
<b>TIF</b>	-	<b>TAIF SECTOR</b>



**VOLUME III  
SCOPE OF SERVICES  
EXHIBIT I - POSITIONS FOR ANSS-VI**

<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
<b>1. AED</b>				
AED	MANAGER, TECHNICAL TRANSLATION	0102.00	A	1
AED	DATA SYSTEMS ENGINEER (S/W)	0304.01	C	1
AED	ASST TECH COORDINATOR	0311.00	C	1
AED	BUDGET & PLANNING SPECIALIST	0322.00	C	1
AED	EXECUTIVE OFF ADMIN (AED)	0501.01	E	1
AED	EXECUTIVE OFF ADMIN (AED)	0501.02	E	1
AED	CONTRACTS SPECIALIST (AED)	0502.00	E	1
AED	TRANSLATOR	0601.00	F	1
AED	EXPEDITOR	0602.00	F	1
AED	ADMIN AFFAIRS SECRETARY	0613.00	F	1
AED	EXECUTIVE SECRETARY (ARABIC)	0702.00	G	1
AED	SNR DATA PROC TECH	0706.01	G	1
AED	SNR DATA PROC TECH	0706.02	G	1
AED	COORDINATOR PROPERTY	0715.00	G	1
AED	SECRETARY	0902.01	I	1
AED	SECRETARY	0902.02	I	1
AED	SECRETARY	0902.03	I	1
AED	SECRETARY	0902.04	I	1
AED	LOGISTICS ASSISTANT	0912.01	I	1
AED	DRAFTING/GRAPHICS SPECIALIST	0922.01	I	1
AED	FAC TECH (CARPENTRY)	1101.01	K	1
<b>TOTAL</b>				<b>21</b>
<b>2. PCA</b>				
PCA	LEGAL ADVISOR (AED)	0101.00	A	1
PCA	SNR TECH ADVISOR (PCA)	0203.00	B	1
PCA	SNR INV MGMT SPEC	0712.00	G	1
PCA	SECRETARY	0902.05	I	1
PCA	SECRETARY	0902.06	I	1
PCA	INVSTIGATOR	0919.00	I	1
PCA	DRAFTING GRAPHICS SPECIALIST	0922.02	I	1
PCA	DATA SPECIALIST (ADMIN)	1001.01	J	1
PCA	DATA SPECIALIST (ADMIN)	1001.02	J	1
PCA	DATA SPECIALIST (ADMIN)	1001.03	J	1
PCA	DATA SPECIALIST (ADMIN)	1001.04	J	1
PCA	POWER GEN TECH 'B'	1105.01	K	1
PCA	DATA ENTRY TECH (ARABIC)	1106.00	K	1
PCA	DATA ENTRY TECH (GENERAL)	1107.01	K	1

**VOLUME III  
SCOPE OF SERVICES  
EXHIBIT I - POSITIONS FOR ANSS-VI**

<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
PCA	MATERIAL SPECIALIST	1109.00	K	1

**TOTAL**

**15**

**3. CONTRACT & FINANCE CONTROL (CFC)**

CFC	MANAGER, CFC	0103.00	A	1
CFC	MANAGER, PROGRAM COORDINATION	0104.00	A	1
CFC	ASST PCA TECH COORDINATOR	0202.00	B	1
CFC	SNR CONTRACT SPECIALIST	0204.00	B	1
CFC	BILLING SPECIALIST (M/M)	0401.00	D	1
CFC	PERSONNEL/RECRUITMENT SUPVR	0402.00	D	1
CFC	ARABIC ENGLISH TYPIST	0703.01	G	1
CFC	ARABIC ENGLISH TYPIST	0703.02	G	1
CFC	CONTRACT SPECIALIST	0804.01	H	1
CFC	CONTRACT SPECIALIST	0804.02	H	1
CFC	DOC/REC CONT SPEC (ARCHIVE)	0903.00	I	1

**TOTAL**

**11**

**4. LOGISTICS**

LOG	MANAGER, LOGISTICS	0107.00	A	1
LOG	SUPVR. LOGISTICS OPERS	0306.00	C	1
LOG	SUPV. MATERIAL MANAGEMENT	0307.00	C	1
LOG	CONTR SPECIALIST (OKL)	0407.00	D	1
LOG	ADMIN AFFAIRS (TICKETING)	0604.00	F	1
LOG	INVENTORY MGMT SUPVR	0605.00	F	1
LOG	SNR. COMPUTER PROGRAMMER	0710.00	G	1
LOG	SNR RESEARCH SPECIALIST	0711.00	G	1
LOG	SNR MATERIAL CONTROL SPEC	0713.00	G	1
LOG	SUPVR. ADMIN OPROJECT COORD	0812.00	H	1
LOG	SUPERVISOR, STORAGE/ISSUE	0813.00	H	1
LOG	INSURANCE COORDINATOR	0913.00	I	1
LOG	SECTOR MAINTENANCE LIASON	0914.00	I	1
LOG	RESEARCH TECHNICIAN	1010.00	J	1
LOG	INVENTORY MGMT SPEC	1011.01	J	1
LOG	INVENTORY MGMT SPEC	1011.02	J	1
LOG	COMPUTER OPERATOR	1012.01	J	1
LOG	DOCUMENT SPEC	1113.00	K	1

**TOTAL**

**18**

**5. PROPERTY RECEIVING DEPARTMENT (PRD)**

PRD	GOVT PROP CERT SPEC	0409.00	D	1
PRD	OFFICE ADMINISTRATOR	0506.01	E	1
PRD	OFFICE ADMINISTRATOR	0506.02	E	1
PRD	RECEIVING SUPERVISOR	0510.00	E	1
PRD	SNR. STORES ANALYST	0511.00	E	1





**VOLUME III**  
**SCOPE OF SERVICES**  
**EXHIBIT I - POSITIONS FOR ANSS-VI**

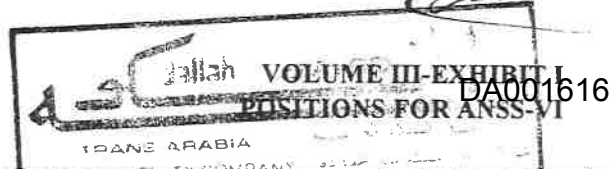
<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
PRD	ADP SYS DESIGN SPEC	0918.00	I	1
PRD	OFFICE SECRETARY	1014.00	J	1
PRD	INVENTORY MANAGEMENT SPEC	1114.00	K	1

**TOTAL**

8

**6. SYSTEM ENGINEERING DIVISION (SED)**

SED	MANAGER, COMMS ENG BR	0109.00	A	1
SED	MANAGER, AUTO ENG BR	0110.00	A	1
SED	MANAGER, NAVAIDS ENG'NG BR	0111.00	A	1
SED	MANAGER, SYSTEMS PLANNING BR	0112.00	A	1
SED	MANAGER, ENVIRONMENTAL ENG BR	0113.00	A	1
SED	TECHNICAL ASSISTANT (NAVAIDS)	0114.00	A	1
SED	TECHNICAL ASSISTANT (AUTOMATION)	0115.00	A	1
SED	TECHNICAL ASSISTANT (COMMS)	0116.00	A	1
SED	MANAGER, RADAR ENG'G BRANCH	0117.00	A	1
SED	SNR. COMMS ENGR (EMI)	0213.00	B	1
SED	SNR. CIVIL ENGINEER	0214.00	B	1
SED	SNR PLANNING ENGINEER	0215.00	B	1
SED	SNR COMMS ENGINEER	0216.00	B	1
SED	SNR. RADAR ENGINEER	0217.00	B	1
SED	TECHNICAL ASSISTANT (ENVIRON)	0218.00	B	1
SED	SNR SOFTWARE ENGINEER (KKIA SYS)	0219.00	B	1
SED	SNR SOFTWARE ENGINEER (KFIA SYS)	0220.00	B	1
SED	SNR SOFTWARE ENGINEER (KAIA SYS)	0221.00	B	1
SED	SNR SOFTWARE ENGINEER (AMSS)	0222.00	B	1
SED	SNR SOFTWARE ENGINEER (SRH/RES)	0313.00	C	1
SED	COMMS ENGINEER	0314.00	C	1
SED	SNR NAVAIDS ENGINEER (INSTALL)	0315.00	C	1
SED	SNR NAVAIDS ENGINEER (SYSTEMS)	0316.01	C	1
SED	SNR NAVAIDS ENGINEER (SYSTEMS)	0316.02	C	1
SED	NAVAIDS SYSTEMS ENGINEER	0317.00	C	1
SED	RADAR ENGINEER	0318.00	C	1
SED	UPS ENGINEER	0319.00	C	1
SED	CIVIL ENGINEER	0320.00	C	1
SED	ELECTRICAL ENGINEER	0321.00	C	1
SED	SYSTEMS PLANNING ENGINEER	0323.00	C	1
SED	SOFTWARE ENGINEER (KKIA SYS)	0410.00	D	1
SED	SOFTWARE ENGINEER (KAIA SYS)	0411.00	D	1
SED	LAN SUPERVISOR/TECHNICAL SUPP	0412.00	D	1
SED	SOFTWARE ENGINEER MAINT CONT'L	0413.00	D	1
SED	NAVAIDS ENGINEER	0414.00	D	1
SED	COMMS ENGINEER (SYS)	0415.00	D	1
SED	CIVIL ENGINEER	0416.01	D	1
SED	CIVIL ENGINEER	0416.02	D	1
SED	ELECTRO/MECHANICAL ENGINEER	0417.00	D	1
SED	CONFIGURATION SPEC	0418.00	D	1
SED	SNR COMMS TECH	0512.00	E	1
SED	NAVAIDS ENGINEER	0513.00	E	1



**VOLUME III  
SCOPE OF SERVICES  
EXHIBIT I - POSITIONS FOR ANSS-VI**

<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
SED	AUTOMATION CONFIGURATION SPE	0514.00	E	1
SED	HARDWARE ENGINEER	0515.00	E	1
SED	SOFTWARE ENGINEER (KFIA)	0609.00	F	1
SED	TRANING SPECIALIST	0610.00	F	1
SED	SNR TECHNICAL DRAFTSMAN	0611.00	F	1
SED	DOC CONTROL CONFIG SPEC	0612.00	F	1
SED	EXECUTIVE SECRETARY	0716.00	G	1
SED	DOCUMENT CONTROL SPEC	0717.01	G	1
SED	DOCUMENT CONTROL SPEC	0717.02	G	1
SED	SNR DATA ENTRY TECH (COM)	0920.00	I	1
SED	SECRETARY (EEB)	1015.00	J	1
SED	SNR DATA ENTRY TECH	1016.01	J	1
SED	SNR DATA ENTRY TECH	1016.02	J	1
SED	TECHNICAL DRAFTSMAN	1017.00	J	1
SED	FOREMAN (ELECTRO/MECH)	1018.00	J	1
SED	FOREMAN (ELECTRICAL)	1019.00	J	1
SED	FOREMAN (CIVIL)	1020.00	J	1
SED	DATA ENTRY TECH (GENERAL)	1107.02	K	1
SED	DATA ENTRY TECH (GENERAL)	1107.03	K	1
SED	DATA ENTRY TECH (GENERAL)	1107.04	K	1
SED	DATA ENTRY TECH (GENERAL)	1107.05	K	1
SED	DATA ENTRY TECH (GENERAL)	1107.06	K	1

**TOTAL**

64

**7. TECHNICAL PUBLICATIONS DEPT (TPD)**

TPD	MANAGER, TECHNICAL PUBLICATIONS	0118.00	A	1
TPD	TECH CONTRACT WRITER	0516.00	E	1
TPD	SUPERVISOR LIBRARY SERVICES	0718.00	G	1
TPD	SUPERVISOR PRINT SHOP	0719.00	G	1
TPD	DRAFTG GRAPHIC SUPVR	0720.00	G	1
TPD	PRINTING/REPRO SUPVR	0814.00	H	1
TPD	SENIOR COMPUTER PROG. SPEC.	0917.01	I	1
TPD	SNR. TECH ILLUSTRATOR	0921.00	I	1
TPD	DRAFTING/GRAPHIC SPEC	0922.03	I	1
TPD	ENGLISH/ARABIC CALLIGRAPHER	0923.00	I	1
TPD	SENIOR LIBRARIAN	0924.00	I	1
TPD	SNR. PRINT/REPRO TECH	0925.00	I	1
TPD	JNR. PRINT/REPOR TECH	1021.00	J	1

**TOTAL**

13

**8. TECHNICAL TRAINING DEPARTMENT (TTD)**

TTD	NAVAIDS INSTRUCTOR	0505.01	E	1
TTD	NAVAIDS INSTRUCTOR	0505.02	E	1
TTD	COMMS INSTRUCTOR	0507.01	E	1
TTD	COMMS INSTRUCTOR	0507.02	E	1
TTD	COMMS INSTRUCTOR	0507.03	E	1
TTD	DATA INSTRUCTOR	0508.01	E	1
TTD	DATA INSTRUCTOR	0508.02	E	1

**VOLUME III**  
**SCOPE OF SERVICES**  
**EXHIBIT I - POSITIONS FOR ANSS-VI**

<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
TTD	RADAR INSTRUCTOR	0509.01	E	1
TTD	RADAR INSTRUCTOR	0509.02	E	1
TTD	CURRICULUM DEVE SPEC	0608.01	F	1
TTD	CURRICULUM DEVE SPEC	0608.02	F	1
TTD	ENGLISH LANG INSTRUCTOR	0714.01	G	1
TTD	ENGLISH LANG INSTRUCTOR	0714.02	G	1
TTD	DATA PROC TECH 'A'	0805.01	H	1
TTD	TECHNICAL TRANSLATOR	0916.00	I	1
TTD	SNR MATERIAL SPECIALIST	1002.01	J	1
TTD	DATA PROC TECH 'B'	1007.01	J	1
TTD	DATA PROC TECH 'B'	1007.02	J	1
TTD	COMPUTER OPERATOR	1012.02	J	1
TTD	DATA ENTRY TECH (GENERAL)	1107.07	K	1
TTD	DATA ENTRY TECH (GENERAL)	1107.08	K	1
TTD	DATA ENTRY TECH (GENERAL)	1107.09	K	1
TTD	DATA ENTRY TECH	1201.01	L	1

**TOTAL**

**23**

**9. MANPOWER DEVELOPMENT (MPD)**

MPD	TECH INST SUPVR	0212.00	B	1
MPD	SECRETARY	0902.07	I	1
MPD	SENIOR COMPUTER PROG. SPEC.	0917.02	I	1
MPD	LIBRARY ASSISTANT	1204.00	L	1

**TOTAL**

**4**

**10. DEPOT ENGINEERING BRANCH (DEB)**

DEB	MANAGER, DEPOT ENGINEERING BRANCH	0105.00	A	1
DEB	DEPOT ELEC MAINT SUPVR	0301.00	C	1
DEB	PMEL SUPERVISOR	0302.00	C	1
DEB	DEPOT ELEC/MECH SUPVR	0503.00	E	1
DEB	SNR. SYS MAINT ENGINEER	0504.01	E	1
DEB	SNR. NAVAIDS TECHNICIAN	0701.01	G	1
DEB	ELECTRONIC TECHNICIAN	0704.00	G	1
DEB	SNR. COMMS TECHNICIAN	0705.01	G	1
DEB	SNR DATA PROC TECH	0706.03	G	1
DEB	SNR. RADAR TECHNICIAN	0707.01	G	1
DEB	SNR. PMEL TECHNICIAN	0708.00	G	1
DEB	DATA/DOCUMENT TECH	0709.00	G	1
DEB	COMMS MAINT TECH 'A'	0801.01	H	1
DEB	COMMS MAINT TECH 'A'	0801.02	H	1
DEB	COMMS MAINT TECH 'A'	0801.03	H	1
DEB	DATA PROC TECH 'A'	0805.02	H	1
DEB	DATA PROC TECH 'A'	0805.03	H	1
DEB	NAVAIDS MAINT TECH 'A'	0806.01	H	1
DEB	NAVAIDS MAINT TECH 'A'	0806.02	H	1
DEB	NAVAIDS MAINT TECH 'A'	0806.03	H	1
DEB	RADAR MAINT TECH 'A'	0807.01	H	1
DEB	RADAR MAINT TECH 'A'	0807.02	H	1

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<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
DEB	PMEL TECH 'A'	0808.01	H	1
DEB	PMEL TECH 'A'	0808.02	H	1
DEB	PMEL TECH 'A'	0808.03	H	1
DEB	SNR. AUTOMOTIVE TECH	0809.00	H	1
DEB	SNR. EQUIP COOL TECH	0810.01	H	1
DEB	SNR. EQUIP COOL TECH	0810.02	H	1
DEB	SNR. POWER GEN TECH	0811.01	H	1
DEB	SNR. POWER GEN TECH	0811.02	H	1
DEB	NAVAIDS TECH 'B'	0901.01	I	1
DEB	NAVAIDS TECH 'B'	0901.02	I	1
DEB	SNR. DOCUMENT SPEC	0904.01	I	1
DEB	COMMS TECH 'B'	0905.01	I	1
DEB	COMMS TECH 'B'	0905.02	I	1
DEB	COMMS TECH 'B'	0905.03	I	1
DEB	RADAR TECH 'B'	0906.01	I	1
DEB	RADAR TECH 'B'	0906.02	I	1
DEB	PMEL TECH 'B'	0907.01	I	1
DEB	PMEL TECH 'B'	0907.02	I	1
DEB	AUTOMOTIVE TECH (GEN)	0908.00	I	1
DEB	EQUIP COOL TECH (GEN)	0909.01	I	1
DEB	EQUIP COOL TECH (GEN)	0909.02	I	1
DEB	POWER GEN TECH (GEN)	0910.01	I	1
DEB	POWER GEN TECH (GEN)	0910.02	I	1
DEB	FACILITIES TECHNICIAN 'A'	0911.01	I	1
DEB	SNR MATERIAL SPECIALIST	1002.02	J	1
DEB	ELECTRICIAN	1003.01	J	1
DEB	ELECTRICIAN	1003.02	J	1
DEB	POWER TECHNICIAN	1004.00	J	1
DEB	FAC TECH (CARPENTRY)	1101.02	K	1
DEB	FAC TECH (CARPENTRY)	1101.03	K	1
DEB	FAC TECH (MASONARY)	1102.01	K	1
DEB	FAC TECH (MASONARY)	1102.02	K	1
DEB	AUTOMOTIVE TECH 'B'	1103.01	K	1
DEB	AUTOMOTIVE TECH 'B'	1103.02	K	1
DEB	AUTOMOTIVE TECH 'B'	1103.03	K	1
DEB	EQUIP COOL TECH 'B'	1104.01	K	1
DEB	POWER GEN TECH 'B'	1105.02	K	1
DEB	DATA ENTRY TECH (GENERAL)	1107.10	K	1
DEB	ELECTRICIAN (AUTO)	1108.00	K	1
DEB	FAC TECH 'B'	1110.01	K	1
DEB	FAC TECH 'B'	1110.02	K	1
DEB	FAC TECH (ELECT)	1111.01	K	1
DEB	FAC TECH (PLUMBING)	1112.01	K	1
DEB	FAC TECH (PLUMBING)	1112.02	K	1
DEB	DATA ENTRY TECH	1201.02	L	1

**TOTAL**

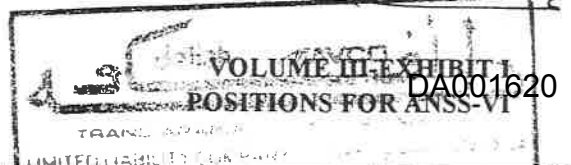
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<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
<b>11. MAINTENANCE OPERATIONS BRANCH (MOB)</b>				
MOB	MANAGER, MAINTENANCE SYS.	0108.00	A	1
MOB	SNR. COMMS MAINT ENGR	0207.00	B	1
MOB	SNR. DATA SYSTEMS ENGR	0208.00	B	1
MOB	SNR. ELE/MEC MAINT ENGR	0209.00	B	1
MOB	SNR. NAVAIDS MAINT ENGR	0210.00	B	1
MOB	SNR. RADAR SYSTEMS MAINT ENGR	0211.00	B	1
MOB	DATA SYS ENGINEER (H/W)	0303.01	C	1
MOB	DATA SYSTEMS ENGR (S/W)	0304.02	C	1
MOB	RADAR MAINT ENGINEER	0305.01	C	1
MOB	RADAR MAINT ENGINEER	0305.02	C	1
MOB	COMMS MAINT ENGINEER	0308.01	C	1
MOB	COMMS MAINT ENGINEER	0308.02	C	1
MOB	NAVAIDS MAINT ENGINEER	0309.01	C	1
MOB	NAVAIDS MAINT ENGINEER	0309.02	C	1
MOB	NAVAIDS MAINT ENGINEER	0309.03	C	1
MOB	OPERATIONS SPECIALIST	0310.00	C	1
MOB	ELEC/MECH MAINT ENGR	0408.01	D	1
MOB	ELEC/MECH MAINT ENGR	0408.02	D	1
MOB	OFFICE ADMINISTRATOR	0506.03	E	1
MOB	MAINT CONTROL SUPVR	0606.00	F	1
MOB	FIELD MAINT SUPERVISOR	0607.01	F	1
MOB	FIELD MAINT SUPERVISOR	0607.02	F	1
MOB	SECRETARY	0902.08	I	1
MOB	SNR. DOCUMENT SPEC	0904.02	I	1
MOB	FACILITIES TECHNICIAN 'A'	0911.02	I	1
MOB	FACILITIES TECHNICIAN 'A'	0911.03	I	1
MOB	MAINT CONTROLLER 'A'	0915.01	I	1
MOB	MAINT CONTROLLER 'A'	0915.02	I	1
MOB	MAINT CONTROLLER 'A'	0915.03	I	1
MOB	MAINT CONTROLLER 'A'	0915.04	I	1
MOB	MAINT CONTROLLER 'B'	1013.01	J	1
MOB	MAINT CONTROLLER 'B'	1013.02	J	1
MOB	MAINT CONTROLLER 'B'	1013.03	J	1
MOB	MAINT CONTROLLER 'B'	1013.04	J	1
MOB	FAC TECH (CARPENTRY)	1101.04	K	1
MOB	FAC TECH (CARPENTRY)	1101.05	K	1
MOB	DATA ENTRY TECH (GENERAL)	1107.11	K	1
MOB	FAC TECH 'B'	1110.03	K	1
MOB	JNR. FAC TECH	1202.01	L	1
MOB	ANTENNA RIGGER 'B'	1203.00	L	1
<b>TOTAL</b>				<b>40</b>
<b>12. ABHA SECTOR (ABH)</b>				
ABH	TECH SECTOR SUPERVISOR	0201.01	B	1
ABH	SNR. NAVAIDS TECHNICIAN	0701.02	G	1
ABH	COMMS MAINT TECH 'A'	0801.04	H	1
ABH	ELEC/MECH SUPERVISOR	0802.01	H	1





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<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
ABH	LOGISTICS SUPERVISOR	0803.01	H	1
ABH	NAVAIDS MAINT TECH 'A'	0806.04	H	1
ABH	NAVAIDS MAINT TECH 'A'	0806.05	H	1
ABH	NAVAIDS TECH 'B'	0901.03	I	1
ABH	NAVAIDS TECH 'B'	0901.04	I	1
ABH	NAVAIDS TECH 'B'	0901.05	I	1
ABH	COMMS TECH 'B'	0905.04	I	1
ABH	FAC TECH (CARPENTRY)	1101.06	K	1
ABH	FAC TECH (MASONARY)	1102.03	K	1
ABH	AUTOMOTIVE TECH 'B'	1103.04	K	1
ABH	EQUIP COOL TECH 'B'	1104.02	K	1
ABH	EQUIP COOL TECH 'B'	1104.03	K	1
ABH	EQUIP COOL TECH 'B'	1104.04	K	1
ABH	POWER GEN TECH 'B'	1105.03	K	1
ABH	POWER GEN TECH 'B'	1105.04	K	1
ABH	POWER GEN TECH 'B'	1105.05	K	1
<b>TOTAL</b>				<b>20</b>

**13. DHAHRAN SECTOR (DHA)**

DHA	TECH SECTOR MANAGER	0106.01	A	1
DHA	NAVAIDS SPECIALIST	0205.00	B	1
DHA	DATA SYSTEMS ENGR (H/W)	0303.02	C	1
DHA	DATA SYS ENGINEER (S/W)	0304.03	C	1
DHA	RADAR MAINT ENGINEER	0305.03	C	1
DHA	NAVAIDS SUPERVISOR	0403.01	D	1
DHA	RADAR SUPERVISOR	0404.01	D	1
DHA	COMMUNICATIONS SPVR	0405.01	D	1
DHA	SNR. SYS MAINT ENGINEER	0504.02	E	1
DHA	SYSTEMS MAINT ENGINEER	0603.01	F	1
DHA	SYSTEMS MAINT ENGINEER	0603.02	F	1
DHA	SYSTEMS MAINT ENGINEER	0603.03	F	1
DHA	SNR. NAVAIDS TECHNICIAN	0701.03	G	1
DHA	SNR. NAVAIDS TECHNICIAN	0701.04	G	1
DHA	SNR. COMMS TECHNICIAN	0705.02	G	1
DHA	SNR DATA PROC TECH	0706.04	G	1
DHA	SNR. RADAR TECHNICIAN	0707.02	G	1
DHA	COMMS MAINT TECH 'A'	0801.05	H	1
DHA	COMMS MAINT TECH 'A'	0801.06	H	1
DHA	COMMS MAINT TECH 'A'	0801.07	H	1
DHA	ELEC/MECH SUPERVISOR	0802.02	H	1
DHA	LOGISTICS SUPERVISOR	0803.02	H	1
DHA	DATA PROC TECH 'A'	0805.04	H	1
DHA	DATA PROC TECH 'A'	0805.05	H	1
DHA	NAVAIDS MAINT TECH 'A'	0806.06	H	1
DHA	NAVAIDS MAINT TECH 'A'	0806.07	H	1
DHA	RADAR MAINT TECH 'A'	0807.03	H	1
DHA	RADAR MAINT TECH 'A'	0807.04	H	1
DHA	SNR. POWER GEN TECH	0811.03	H	1

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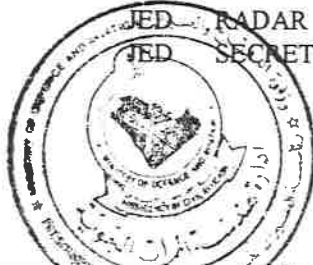
<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
DHA	NAVAIDS TECH 'B'	0901.06	I	1
DHA	NAVAIDS TECH 'B'	0901.07	I	1
DHA	COMMS TECH 'B'	0905.05	I	1
DHA	RADAR TECH 'B'	0906.03	I	1
DHA	RADAR TECH 'B'	0906.04	I	1
DHA	LOGISTICS STOREKEEPER	1005.01	J	1
DHA	COMMS MAINT TECH 'B'	1006.01	J	1
DHA	DATA PROC TECH 'B'	1007.03	J	1
DHA	RADAR MAINT TECH 'B'	1008.01	J	1
DHA	RADAR MAINT TECH 'B'	1008.02	J	1
DHA	FAC TECH (CARPENTRY)	1101.07	K	1
DHA	FAC TECH (CARPENTRY)	1101.08	K	1
DHA	FAC TECH (MASONARY)	1102.04	K	1
DHA	AUTOMOTIVE TECH 'B'	1103.05	K	1
DHA	EQUIP COOL TECH 'B'	1104.05	K	1
DHA	EQUIP COOL TECH 'B'	1104.06	K	1
DHA	EQUIP COOL TECH 'B'	1104.07	K	1
DHA	POWER GEN TECH 'B'	1105.06	K	1
DHA	POWER GEN TECH 'B'	1105.07	K	1
DHA	DATA ENTRY TECH (GENERAL)	1107.12	K	1
DHA	DATA ENTRY TECH	1201.03	L	1

**TOTAL**

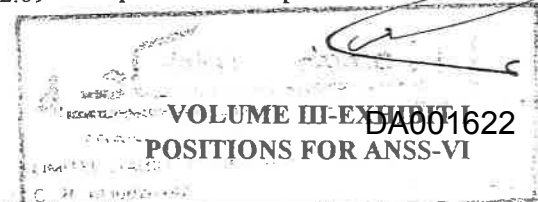
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**14. JEDDAH SECTOR (JED)**

JED	TECH SECTOR MANAGER	0106.02	A	1
JED	SNR. DATA SYS SPEC	0206.00	B	1
JED	NAVAIDS SUPERVISOR	0403.02	D	1
JED	RADAR SUPERVISOR	0404.02	D	1
JED	COMMUNICATIONS SPVR	0405.02	D	1
JED	DATA PROCESSING SUPERVISOR	0406.00	D	1
JED	SNR. SYS MAINT ENGINEER	0504.03	E	1
JED	SYSTEMS MAINT ENGINEER	0603.04	F	1
JED	SYSTEMS MAINT ENGINEER	0603.05	F	1
JED	SNR. NAVAIDS TECHNICIAN	0701.05	G	1
JED	SNR. NAVAIDS TECHNICIAN	0701.06	G	1
JED	SNR. COMMS TECHNICIAN	0705.03	G	1
JED	SNR DATA PROC TECH	0706.05	G	1
JED	SNR. RADAR TECHNICIAN	0707.03	G	1
JED	SNR. RADAR TECHNICIAN	0707.04	G	1
JED	COMMS MAINT TECH 'A'	0801.08	H	1
JED	ELEC/MECH SUPERVISOR	0802.03	H	1
JED	LOGISTICS SUPERVISOR	0803.03	H	1
JED	DATA PROC TECH 'A'	0805.06	H	1
JED	DATA PROC TECH 'A'	0805.07	H	1
JED	NAVAIDS MAINT TECH 'A'	0806.08	H	1
JED	NAVAIDS MAINT TECH 'A'	0806.09	H	1
JED	RADAR MAINT TECH 'A'	0807.05	H	1
JED	SECRETARY	0902.09	I	1



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<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
JED	LOGISTICS ASSISTANT	0912.02	I	1
JED	COMMS MAINT TECH 'B'	1006.02	J	1
JED	NAVAIDS MAINT TECH 'B'	1009.01	J	1
JED	FAC TECH (CARPENTRY)	1101.09	K	1
JED	EQUIP COOL TECH 'B'	1104.08	K	1
JED	POWER GEN TECH 'B'	1105.08	K	1
JED	DATA ENTRY TECH (GENERAL)	1107.13	K	1
JED	FAC TECH (ELECT)	1111.02	K	1
JED	DATA ENTRY TECH	1201.04	L	1
JED	DATA ENTRY TECH	1201.05	L	1
JED	DATA ENTRY TECH	1201.06	L	1

**TOTAL**

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**15. MADINAH SECTOR (MAD)**

MAD	TECH SECTOR SUPERVISOR	0201.02	B	1
MAD	SNR. NAVAIDS TECHNICIAN	0701.07	G	1
MAD	SNR. NAVAIDS TECHNICIAN	0701.08	G	1
MAD	SNR. COMMS TECHNICIAN	0705.04	G	1
MAD	COMMS MAINT TECH 'A'	0801.09	H	1
MAD	ELEC/MECH SUPERVISOR	0802.04	H	1
MAD	LOGISTICS SUPERVISOR	0803.04	H	1
MAD	NAVAIDS MAINT TECH 'A'	0806.10	H	1
MAD	NAVAIDS TECH 'B'	0901.08	I	1
MAD	NAVAIDS TECH 'B'	0901.09	I	1
MAD	NAVAIDS TECH 'B'	0901.10	I	1
MAD	COMMS TECH 'B'	0905.06	I	1
MAD	COMMS TECH 'B'	0905.07	I	1
MAD	COMMS MAINT TECH 'B'	1006.03	J	1
MAD	FAC TECH (CARPENTRY)	1101.10	K	1
MAD	FAC TECH (MASONARY)	1102.05	K	1
MAD	AUTOMOTIVE TECH 'B'	1103.06	K	1
MAD	EQUIP COOL TECH 'B'	1104.09	K	1
MAD	POWER GEN TECH 'B'	1105.09	K	1
MAD	POWER GEN TECH 'B'	1105.10	K	1
MAD	DATA ENTRY TECH (GENERAL)	1107.14	K	1
MAD	DATA ENTRY TECH	1201.07	L	1

**TOTAL**

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**16. RIYADH SECTOR (RIY)**

RIY	TECH SECTOR MANAGER	0106.03	A	1
RIY	DATA SYSTEMS ENGR (H/W)	0303.03	C	1
RIY	RADAR MAINT ENGINEER	0305.04	C	1
RIY	DATA SYSTEM SUPERVISOR	0312.00	C	1
RIY	NAVAIDS SUPERVISOR	0403.03	D	1
RIY	RADAR SUPERVISOR	0404.03	D	1
RIY	COMMUNICATIONS SUPVR	0405.03	D	1
RIY	SNR. SYS MAINT ENGINEER	0504.04	E	1
RIY	SYSTEMS MAINT ENGINEER	0603.06	F	1

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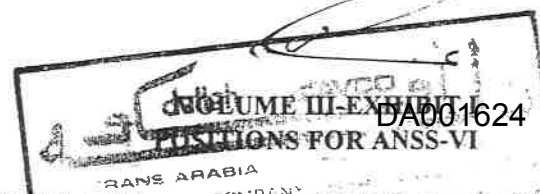
<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
RIY	SYSTEMS MAINT ENGINEER	0603.07	F	1
RIY	SYSTEMS MAINT ENGINEER	0603.08	F	1
RIY	SNR. NAVAIDS TECHNICIAN	0701.09	G	1
RIY	SNR. COMMS TECHNICIAN	0705.05	G	1
RIY	SNR. RADAR TECHNICIAN	0707.05	G	1
RIY	COMMS MAINT TECH 'A'	0801.10	H	1
RIY	COMMS MAINT TECH 'A'	0801.11	H	1
RIY	ELEC/MECH SUPERVISOR	0802.05	H	1
RIY	LOGISTICS SUPERVISOR	0803.05	H	1
RIY	DATA PROC TECH 'A'	0805.08	H	1
RIY	DATA PROC TECH 'A'	0805.09	H	1
RIY	DATA PROC TECH 'A'	0805.10	H	1
RIY	NAVAIDS MAINT TECH 'A'	0806.11	H	1
RIY	NAVAIDS MAINT TECH 'A'	0806.12	H	1
RIY	NAVAIDS MAINT TECH 'A'	0806.13	H	1
RIY	RADAR MAINT TECH 'A'	0807.06	H	1
RIY	RADAR MAINT TECH 'A'	0807.07	H	1
RIY	NAVAIDS TECH 'B'	0901.11	I	1
RIY	NAVAIDS TECH 'B'	0901.12	I	1
RIY	NAVAIDS TECH 'B'	0901.13	I	1
RIY	SECRETARY	0902.10	I	1
RIY	COMMS TECH 'B'	0905.08	I	1
RIY	COMMS TECH 'B'	0905.09	I	1
RIY	COMMS TECH 'B'	0905.10	I	1
RIY	DATA PROC TECH 'B'	1007.04	J	1
RIY	DATA PROC TECH 'B'	1007.05	J	1
RIY	RADAR MAINT TECH 'B'	1008.03	J	1
RIY	RADAR MAINT TECH 'B'	1008.04	J	1
RIY	NAVAIDS MAINT TECH 'B'	1009.02	J	1
RIY	NAVAIDS MAINT TECH 'B'	1009.03	J	1
RIY	FAC TECH (CARPENTRY)	1101.11	K	1
RIY	FAC TECH (MASONARY)	1102.06	K	1
RIY	AUTOMOTIVE TECH 'B'	1103.07	K	1
RIY	EQUIP COOL TECH 'B'	1104.10	K	1
RIY	EQUIP COOL TECH 'B'	1104.11	K	1
RIY	POWER GEN TECH 'B'	1105.11	K	1
RIY	POWER GEN TECH 'B'	1105.12	K	1
RIY	DATA ENTRY TECH	1201.08	L	1
RIY	JNR. FAC TECH	1202.02	L	1

**TOTAL**

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**17. TABUK SECTOR (TAB)**

TAB	TECH SECTOR SUPERVISOR	0201.03	B	1
TAB	SNR. NAVAIDS TECHNICIAN	0701.10	G	1
TAB	COMMS MAINT TECH 'A'	0801.12	H	1
TAB	ELEC/MECH SUPERVISOR	0802.06	H	1
TAB	LOGISTICS SUPERVISOR	0803.06	H	1
TAB	NAVAIDS MAINT TECH 'A'	0806.14	H	1





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<u>LOC</u>	<u>DEPARTMENT/DIVISION POSITION</u>	<u>PSN#</u>	<u>LVL</u>	<u>QUANTITY</u>
TAB	NAVAIDS TECH 'B'	0901.14	I	1
TAB	NAVAIDS TECH 'B'	0901.15	I	1
TAB	NAVAIDS TECH 'B'	0901.16	I	1
TAB	COMMS TECH 'B'	0905.11	I	1
TAB	COMMS MAINT TECH 'B'	1006.04	J	1
TAB	FAC TECH (CARPENTRY)	1101.12	K	1
TAB	FAC TECH (MASONARY)	1102.07	K	1
TAB	AUTOMOTIVE TECH 'B'	1103.08	K	1
TAB	EQUIP COOL TECH 'B'	1104.12	K	1
TAB	EQUIP COOL TECH 'B'	1104.13	K	1
TAB	EQUIP COOL TECH 'B'	1104.14	K	1
TAB	POWER GEN TECH 'B'	1105.13	K	1
TAB	POWER GEN TECH 'B'	1105.14	K	1
TAB	POWER GEN TECH 'B'	1105.15	K	1
TAB	DATA ENTRY TECH	1201.09	L	1

**TOTAL**

**21**

**18. TAIF SECTOR (TIF)**

TIF	TECH SECTOR SUPVR	0201.04	B	1
TIF	SNR. NAVAIDS TECHNICIAN	0701.11	G	1
TIF	SNR NAVAIDS TECHNICIAN	0701.12	G	1
TIF	SNR. COMMS TECHNICIAN	0705.06	G	1
TIF	COMMS MAINT TECH 'A'	0801.13	H	1
TIF	ELEC/MECH SUPERVISOR	0802.07	H	1
TIF	LOGISTICS SUPERVISOR	0803.07	H	1
TIF	NAVAIDS MAINT TECH 'A'	0806.15	H	1
TIF	NAVAIDS TECH 'B'	0901.17	I	1
TIF	COMMS TECH 'B'	0905.12	I	1
TIF	LOGISTICS STOREKEEPER	1005.02	J	1
TIF	NAVAIDS MAINT TECH 'B'	1009.04	J	1
TIF	FAC TECH (CARPENTRY)	1101.13	K	1
TIF	FAC TECH (MASONARY)	1102.08	K	1
TIF	AUTOMOTIVE TECH 'B'	1103.09	K	1
TIF	EQUIP COOL TECH 'B'	1104.15	K	1
TIF	POWER GEN TECH 'B'	1105.16	K	1
TIF	DATA ENTRY TECH	1201.10	L	1

**TOTAL**

**18**

**GRAND TOTAL**

**498**



*Signature*

*Signature*





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